

# THE JOURNAL OF ELECTRICAL WORKERS AND OPERATORS

*Program for America<sup>★</sup>*



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# ON EVERY JOB

THERE'S A LAUGH OR TWO

*A tribute to a loyal member and faithful contributor to this page.*

## "LINEMAN LENNIE"

It is hard to decide what to write of a scribe  
That wrote for our monthly JOURNAL,  
Of things that were real and had that appeal,  
And aroused that hope eternal.

Now, I cannot write, but feel I must indite  
A tribute to one Andrew Lennie.  
And to seven naught two, who must fee,  
mighty blue  
With the demise of one of their many.

Old three twenty-one knew him better than  
some;  
Reported his demise to our readers.  
They knew him when he was named "Lineman  
Lennie"  
And was one among our leaders.

"Back on the Job," one of his works, in old-  
timers' minds still lurks,  
"Salute to the Seabees," a tribute to men  
Praise for "Can Doers" wherever they are;  
Or anyone raised on that old "Leyden Jar"  
And a toast to the guy who'd say "when."

Let me just say in passing, when on the job  
we're "gassing"  
About the virtues of the many  
That the JOURNAL closer brings, names of jobs  
and many things,  
Let's pay a tribute to "Lineman Lennie."

WALTER SCHUMACHER,  
L. U. No. 134.

## CITATION

There have been medals hung on guys galore,  
On the man from New York and the kid next  
door;  
For deeds that are done in Timbuctoo,  
Italy, France and Kalamazoo.

They have earned their medals and justly so,  
But, to my mind, there's still one to go;  
For a medal of gold, set with diamonds fine,  
Should be hung on the guy that's left behind.

With patience and tact,  
Though his hair may turn gray,  
He struggles along  
With his crew day by day.

When these medals are hung,  
(The suggestion is mine),  
One should go to the foreman  
Of the assembly line.

RUTH SMITH,  
L. U. No. 48.

## THE SIMPLE LIFE

I find that many things now unobtainable  
Are also—if I may coin the word—abstain-  
able!

MARSHALL LEAVITT,  
L. U. No. 124.

## GUILTY CONSCIENCE OF A DOGFACE IN ITALY

When I went away I said I'd be true—  
I guess I should be ashamed.  
Here is my story, now I leave it to you,  
Should I be entirely blamed?

With dainty Angela I drank vino in Napoli,  
But dear, I won't tell you lies.  
The reason those hours went by so happily:  
She had your blue starry eyes.

Then gay little Nita, I met her in Rome,  
I was charmed by her maidenly guile.  
I wasn't to blame, I thought I was home  
When she turned on your sunny smile.

Rosa in Leghorn had your curly hair  
And there again I was licked  
In a way it should prove I truly do care  
For the peach back home that I picked.

Dear don't blame me if occasionally I fall  
And my eye gets that wolfish gleam.  
The truth of the story behind it all—  
I'm too far from Valley Stream!

PVT. WILLIAM SEELICKE, JR.  
Formerly of L. U. No. 3.

*A Brother in the Navy whose name ap-  
peared on this page for the first time last  
month has the following contribution to  
make this month:*

## MERE TECHNICALITY

Did you hear about the paratrooper who  
was asked how many times he had jumped  
and who replied that he had never jumped  
yet but that he had been pushed about 17  
times?

H. MAPPEN, EM 3/c.  
Formerly of L. U. No. 58.

## EMBARRASSING MOMENT

While seated with a friend in Brown's Chop  
House on 7th Avenue (formerly), New York  
City, a waiter was taking our order and  
then, in his best Oxford accent, asked:

"Dyuwish potatoes, sir?"  
"Jewish potatoes!" I asked in amazement.  
Then, in a heavy voice that resounded  
throughout the place, and with an accent  
from good old Brooklyn, he shouted: "I sez,  
d'ya want potatoes?"  
Was my face red!

JOHN C. TOOMEY,  
L. U. No. 664.

## SLIGHTLY CHARGED

Riff: "I ain't never gonna be no conductor."  
Raff: "Why? What's the matter with bein'  
a conductor?"

Riff: "Well, I heard a guy in de hook-up  
gang say dat conductors might be live wires  
but in de end dey always wound up as lugs!"

CHRIS G. BJORNDALH,  
L. U. 1392.

"Hendrick, the Roamer" turns up again!  
He says that years ago he promised his old  
friend, Masterton, to write in rhyme of his  
travel scenes and here's another to add to  
the collection.

Again I keep my word, other writers may  
write of war, but there is a difference in  
censors so I write (as of yore) on nature's  
beauties and home. That is what I am  
fighting for!

## ALOHA: ISLE OF PARADISE

It is springtime in Aloha, all nature is on  
display  
So I thought I'd drop a letter to my friends  
in U. S. A.  
Now draw up close and come with me, for a  
ride of many miles,  
I shall portray for you to see, the beauties  
of these isles  
Where every branch of every bush and tree  
Is just a mass of blooming shrubbery!

Giant trees like Paul Bunyan wrote about,  
With multi-colored blossoms. Having seen  
them here, you must not doubt.  
I saw big flower trees, like umbrellas on  
display,  
With such color combinations they would  
take your breath away.  
All nature seems to try to show, how con-  
trasting shades combine,  
As rainbows blend pink with yellow, and as  
purple blends to wine.

Some blooms in such profusion that the  
leaves are scarcely seen,  
The fan-spread yellow blossoms almost hide  
all trace of green,  
The great banyan tree is so dense (it covers  
an acre or more), so thick, so wide,  
and tall,  
It has so many sturdy trunks, you cannot  
count them all.  
From every limb around the rim, a dozen  
trunks grow down;  
No—not Paul Bunyan lies, that tree never  
dies on the Aloha palace ground.

I saw the palace of the ancient kings,  
Waikiki Beach and Moano hotels, with beau-  
tiful pagodas and many things;  
The censor would not let me tell.  
No pen of mine could ever describe the scenes,  
The changing panorama on the highway!  
No artist could paint all the shades of  
greens on the mountains and the sky  
and the bay.

Close beside the shore the water was yellow,  
changing to orange, pink, green, purple,  
blue,  
The curve of every bay made a rainbow as  
the drive rose higher to a better view.  
We stopped beside a lovely beach, pretty as  
a pearl, of blue and shaded green,  
The water was so transparent, and the coral  
sand so white and clean.  
Jagged mountain peaks, rich valleys in be-  
tween, ancient craters millenniums old,  
Miles of pineapples, waving sugar cane green,  
beneath effervescent skies of sunset gold!  
WALTER H. HENDRICK, C. E. M.-T.,  
"Hendrick the Roamer."



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• This Journal will not be held responsible for views expressed by correspondents. The first of each month is the closing date; all copy must be in our hands on or before.

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## Magazine Chat

From the hundreds of letters that flow to the Journal in the course of the month, we get valuable suggestions about managing the ongoing life of the union. One such letter came from a local union in a bustling city of 200,000 inhabitants. This letter stated that the local union meetings during the course of the year have been small, but, when the local union was organized into an electronics class, attendance leaped until the entire membership was enrolled.

In other words, members will come to local union meetings when vital matters concerning the life of the union and the economic existence of each individual member is concerned. Members will attend meetings when such vital matters are discussed and some conclusion is reached in regard to them.

Too often we get lost in details and fail to see the main road in our problems. Local union officials should see to it that at least one meeting every two months be given over to discussion of general matters relating to the life of the union.

Fortunately for this organization, our members have been keyed to the significance of our Electronics School. They realize that they have a tremendous stake in capturing a new field of service and equipping themselves to take their place in a new kind of electrical world. They don't want to get lost in bickerings. They want to follow the main road to a successful goal.

The cover photo is from "The Power and the Land," through the courtesy of the Rural Electrification Administration.

Our frontispiece is from the painting, "Christmas Eve," by Ernest Fiene through the courtesy of Associated American Artists.





## Dreaming

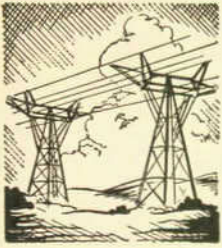
*I'm dreaming of a new Christmas  
When peace glows beyond the rim,  
When men believe, on Christmas Eve,  
The simple truths of Him.*

*I'm dreaming of a new Christmas  
As old as snow, as deep as rain.  
When children know, beneath the snow,  
That flowers do bloom again.*

*I'm dreaming of a new Christmas  
When wars have burned out—white.  
When new men rise, with dreams in eyes,  
To build a world of light.*

—JOHN GRAY MULLEN





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NO. 1

## How to Get 60 Million Postwar JOBS

**A** LABOR leader of longtime standing stated emphatically the other day that this is the age of pessimism. There is little doubt there has been a great lessening of enthusiasm for the future of the human race and for the kind of society that has been produced in the present. There is little wonder that this is true considering the magnitude of the World War and the assault upon the institutions of every country. However, nearly everyone can rejoice in the universal support of full employment.

The President of the United States has recently given impetus to a full employment program by stating that the government would work for the goal of 60 million jobs after the war. The American Federation of Labor in convention assembled endorsed this objective. It has been endorsed by the Congress of Industrial Organizations. A similar goal has been endorsed by the United States Chamber of Commerce, and the Committee for Economic Development, which numbers nearly all business organizations, has endorsed this goal. Paul G. Hoffman, chairman of the Committee for Economic Development, and president of The Studebaker Corporation, recently stated:

### THE TASK AHEAD

"So vital is this question of employment that it seems important to me to attempt to measure quite precisely the task which lies ahead. To do that we must turn our backs on phrases and get down to figures. In 1940 there were approximately 46 million persons gainfully employed in both civilian and military activities. There is general agreement among responsible statisticians that from 55 to 58 million jobs will be needed in the postwar period if a satisfactory situation is to prevail. In this total are from two to two and one-half million men and women who will be employed in our Army and Navy establishments which, it is believed, will be notably larger than before the war. The figure on which to focus is that of seven to 10 million additional civilian jobs which we shall need beyond those available in 1940."

Whether every citizen realizes it or not, endorsement of a 60-million goal of jobs is an indirect endorsement of a

**Goal is possible of attainment, but  
there must be teamplay**

method of securing this objective. We can not have 60 million jobs without careful planning and a lot of teamplay.

Labor can be confident that its support of such a goal is in the best labor tradition. Quite naturally labor can give such a goal full support because it is strongly in the interest of labor. Labor has always suffered more from the periodic rises and falls of business than any other economic group. Labor has traditionally stood for some other kind of approach to production and distribution than that held by so-called classical economists.

### WHO IS TO BLAME?

In 1903 the Chicago Federation of Labor published a pamphlet called "The Causes of Industrial Panics in the United States." The pamphlet was authored by Frank K. Foster. In it he said: "Once in about so many years this country is afflicted with what we call 'hard times.' It is a striking instance of the limitations of human wisdom that the wise men have not been able to diagnose the causes of such periodic bad spells. It will not answer to place the responsibility upon causes beyond human control. Somebody is to blame. Who is it? . . ."

"But there is one simple and all-pervasive question, rarely if ever taken into account, which explains much; one condition which, more than any other, works toward the glut of markets and the periodic depression of industry. This axiomatic proposition may be formulated thus: 'So long as those who produce wealth do not receive for their labor a return sufficient to enable them to buy back the equivalent of what they themselves produce, congestion is inevitable and depressions will recur. These depressions will vary in frequency and intensity in direct ratio to the discrepancy between values earned and received.'"

This was in 1903 and no other analysis of the economic system on which we have all worked at least up to 1932 has brought more light on the vexed question. Planning for 60 million jobs appears to be

moving in reverse. It is asking the question, how can we buy 60 million jobs? How can we raise the American standard of living 50 per cent? It is readily seen these are not easy questions to answer except abstractly. Let it be suggested that each reader of this article give himself a quiz.

**Question 1: How much will it cost to buy 60 million jobs?**

**Answer:** Between 150 and 185 billion dollars a year.

**Question 2: What was our national income in 1939?**

**Answer:** About 70 billion dollars. At this rate the United States will have to produce more than twice as much national income in 1945 as in 1939.

**Question 3: Is there anything encouraging in the present situation toward accomplishing this goal?**

**Answer:** Yes. The national income has already doubled during the war as compared with 1939. We are now producing national income at the rate of about 140 billion dollars a year.

**Question 4: Are there any other favorable factors in the present situation?**

**Answer:** Yes. For example, it is known that huge financial reserves have been built up during the war—buying power—probably to the extent of 200 billion dollars. Moreover, we have demonstrated that we have a production plant which is capable of miracle production. This is already built. We know now that we have an overall worker and management set-up that is capable of managing and manning such a production plant.

**Question 5: If the United States reaches a national income of 170 billion dollars, is it possible to break down this figure into items of expenditure and use?**

**Answer:** Yes. A number of economists have made this attempt. After deducting taxes, the 170 billion dollars dwindles to a net national income of 148 billion dollars. Of this remaining great sum, business in private enterprise gets about 28 billion dollars and the Federal Government about 29 billion dollars. This leaves a total of about 91 billion dollars which must be bought by consumers. These are only rough delineations of the problem, but they indicate how vast is the field for cooperation. Experts have also discovered that when national income reaches the gigantic figure of 150 to 185 billion dollars, there is an accumulation of possibly 30 billion dollars every year for savings.



Question 6: Is it true that savings are a "menace" in a planned economy?

Answer: Savings are so considered by those economists who have long studied a planned economy. The success of a planned economy depends on a constant flow of money. The income must apparently equal the outflow. Expenditures must equal produced wealth. Savings lower the ability of the consumer to buy back the goods that are produced. This means there must be some means provided in the planned economy to keep money moving and to keep consumption equal to production.

Question 7: It looks as if, therefore, we are back to the early theory of labor, that labor must get the money to buy back the goods it produces.

Answer: A planned economy comes nearer meeting the labor views of how business should continue the economy than has recently been visualized. This point also reveals labor's great stake in the planned economy. It means a higher standard of life with more money in the pay envelope.

Question 8: How is the annually produced 30 billion dollars of margin to be spent?

Answer: For the period immediately after the war, this annual increment must be spent in ways not unaccustomed. In the first place, there must be a large construction program of both public and private character. Some budget-makers, under planned economy, foresee as much as 18 billion dollars spent in construction. This is by far the largest sum ever prospected in this field. In 1942, the greatest construction year, the sum was about 12 billion dollars. In that year all construction workers were employed.

Housing is also visualized as an important constant market for the savings of the planned economy.

Another great field is seen in public power. The President of the United States has recently asked for seven TVA's. There is a bill in Congress ordering the Missouri Valley Authority created.

Foreign trade is also visualized as an important postwar field.

No one doubts, if there was ever an historic moment when a planned economy can be tried, that moment is now. In the first place, the capacity is at hand. In the second place, the over-all plant is cleared up. In the third place, there are these weighty markets such as housing, TVA's, and foreign trade.

It is apparent from the above that America has before it a great program which is dependent upon many things that are not per se a part of the program. The success of the program depends in part upon the ability to stop inflation. It depends in part also upon how skillful leaders are in redistributing income. If the standard of living is to be raised about 50 per cent, wages must go up all along the line. For the first time in history the electrical workers made \$3,000 in 1942. This is not a great wage, but it is possibly a goal for all crafts in a planned economy.

#### SOCIAL SECURITY PROGRAM

Finally, there must be, even in a planned economy, a social security program that will adjust the lags between jobs and correct any maladjustments that may be made in the new system.

Above all else, planning rests upon the idea of unity. A planned economy rests not upon labor's plan, or the business man's plan, or the farmer's plan, or the Government's plan. There must be a total plan with the national interest and the public interest in mind. There must be more cooperation between economic groups that have hitherto fought each other. There must be a strengthening all along the line in the union-management cooperation program. Whether America is big enough to implement such a program will be seen in the next three or four years. If America does not succeed now, it will probably not succeed again, because conditions will not be just right for many years to come.

#### Eric Johnston On Jobs

Eric A. Johnston, president of the U. S. Chamber of Commerce, said at Milwaukee recently:

"I am for steadier jobs in America. I want to talk to this audience about steadier jobs because that means high production, high employment, high wages. All of these we must have if we are to advance our standards of living to new highs in the postwar world.

"Steadier jobs are the vital concern of every business man, every wage earner, every housewife. There is no universal plan that will fit every business. Many plans already are in operation. Many others are under way. My purpose tonight is to encourage more business men to explore the possibilities of steadier jobs; to study means of regularizing employment in their industries. Those concerns that have worked out greater job stability have found that it is good business. It is on the basis of good business only that I am asking for the attention of the best minds in industry.

"In business there are two colors I dislike. One is red ink in the balance sheet; the other is the pink discharge slip in the worker's pay envelope. Let's try to reduce the use of both colors, so that we can provide more security for the business man and the worker."

"As we prepare for the postwar, I would like now to recommend that all American business men study ways to eliminate needless layoffs and needless unemployment. I advocate thorough exploration of the innumerable techniques which some employers have successfully applied. Perhaps you will then find some way of applying the annual wage idea to your shop. In some cases the approach should be piecemeal—job by job or department by department. Some of us might pick out a particular job in our plants and see if that one single job could not be made more regular.

"In our national thinking I would like to see more emphasis placed upon rewards for a high level of steady employment. We have already made a start in this direction. Most of our state unemployment compensation laws have incorporated a system of experience rating under which steady employment is rewarded through lower tax rates upon employers. In some states this potential savings amounts to \$30 or \$40 per thousand dollars of payroll. Here is a tangible concrete incentive held out by government for more regular employment. If we want to keep this incentive we must act upon it and demonstrate that it is inducing steadier jobs.

"My goal for America is a high level of production, of employment, and of wages. You can't build a steady economic structure on the quaking foundation of irregular jobs. And never forget that our economic system and its results must withstand continuous comparison with others.

"There is no snake oil that will cure our unemployment problem. What I am commending to you is a willingness to look at it with an open mind. Let us avoid embracing the new just because it is new. But let us not be afraid of new ideas. Americans have been pioneers for 300 years. We know that the pioneer spirit is not dead among us!"

*On this third war Christmas, the officers and executive council of the International Brotherhood of Electrical Workers extend greetings to every member and his family in every part of the world. May your Christmas bring moments of renewed strength for your stupendous tasks, and precious memories.*

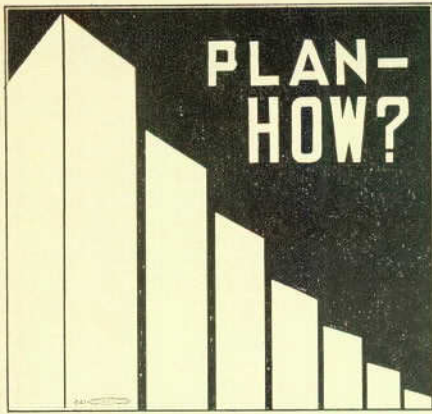
*GM Bugmazer*

International Secretary

*Ed Brown*

International President





# I. B. E. W. RESEARCH

## *Is 20 Years Young*

Department founded in 1924, passes 20th milestone. Has unexcelled record.

**T**HE Research Department was founded 20 years ago in November, 1924. At the time of founding, research was in its infancy in the labor movement. The I. B. E. W. took the lead in widening the functioning of the so-called statistical departments of labor unions. Since that time, it has increased its staff and expanded its activities to meet the ever-growing needs of the union.

The research work performed by a labor organization is quite different from pure research in the field of economics or labor. The aim and purpose of those engaged in union research is to get accurate information to union officials or representatives when they need it. This quite often means at the eleventh hour before a wage conference or a legislative committee meeting or before arbitration proceedings. Because its activities assume emergency character, the research work of a labor organization may accurately be entitled "research for action."

### TYPE OF WORK

The work of the I. B. E. W. Research Department has been varied. Its workers have at times made studies employing statistical methods similar to those of more distinterested research groups. Studies based upon the insurance records of our members have been made to estimate the hazards of the industry. We have studied the financial structure of some of the corporations which employ our members. In the past 15 years, we have sought to throw some light on the problem of the displacement of men by machines.

For the 20 years our Research Depart-

ment has been in existence, we have maintained extensive files on about 325 topics which are vitally related to the life of the labor movement. This library is somewhat unique, we believe, since it represents a continuity of nearly half a generation and covers a great, stirring era in the history of American labor.

### NEED FOR DEPARTMENT

More than two decades ago, prior to the establishment of the Research Department, the need for a more systematic and orderly presentation of wage cases was strongly felt. This need was emphasized by the fact that a continuous arbitration plan with employers, known as the Council on Industrial Relations for the Electrical Construction Industry, had been founded in 1921. This council was really a supreme court of the industry, composed of five representatives of the union and five representatives of employers, and was pledged to base its deliberations upon research information. Both parties to a dispute were required to submit a written brief which accurately presented the economic and industrial factors in the case from labor's and the employer's side. This made the founding of the Research Department imperative. Later the union, by referendum, wrote into its constitution that local unions were required by law to keep simple data on wages and hours, employment, unemployment and types of work performed.

### COMPLETE CHANGE

This goal represented a complete change from the procedure under which most unionists undertook to perform their duties.

Many times our officials went into negotiations with employers badly prepared and with their contentions based only on the unsteady ground of living costs—other important factors in wage making left unconsidered.

The simple system of reporting set up by our local unions developed into an important venture in adult education. Our readers are familiar with the way the system works:

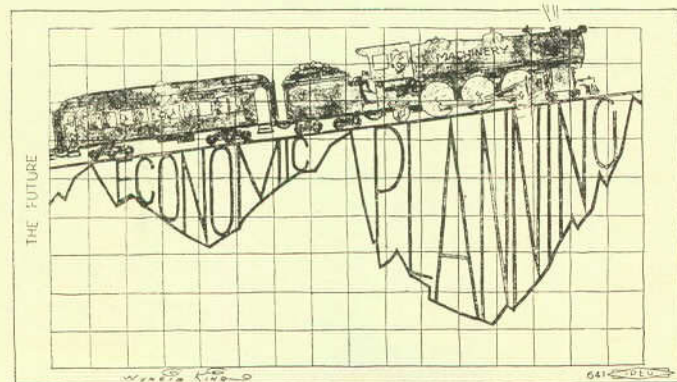
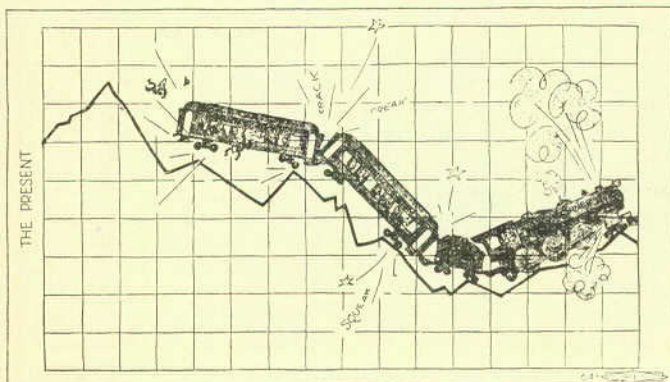
Each week the member reports to his local union the number of hours he has worked, the type of work performed, by whom he was employed, whether any work was paid for at overtime rates, and how much wages he received. The information on the weekly reports is then recorded by the local on larger ledger sheets—a separate sheet for each member. Once a year the Research Department asks for summaries of the information contained on the ledger sheets. This includes the total man-hours of employment, how that employment was divided among the various types of electrical work, how many men were employed, etc., and so man-hour standards, average percentages of full-time employment and so on are readily computed by the Research Department.

### NEW KNOWLEDGE—NEW WEAPON

Local unions which knew as much about their economic life as they did about their finances, thus discovered new ways of meeting their problems—they had a new weapon with which to fight the chiseling employer when he sought to quote figures to suit his own advantage.

Local unions soon began to make excellent showings at wage conferences. They found, after keeping accurate records for a while, that they had a basis for predicting trends of work and could better take care of their members. In the days when work was slack, they had a means of equitably rotating work among the Brothers.

(Continued on page 40)







Courtesy Westinghouse

**T**HE first term of the I. B. E. W. Electronics School, Marquette University, comes to a close December 22 when 70 representatives graduate. Each will receive a certificate of attainment from the university. It is believed that the work completed there, of college grade, can be applied if any representative chooses to take other courses in other institutions in the field of engineering.

The second term starts January 8, 1945, with a full quota. All mechanical details have been ironed out, and the I. B. E. W. school is operating efficiently. Hotel accommodations have been found adequate. The curriculum has shown itself to be geared to the needs of the students. The unity of the course with the actual business life of corporations has been applied. One of the "earmarks" of this course has been the enthusiasm of the class. To put it in the vernacular, the students have "eaten up" the work. Early in the proceedings, the class met and decided that six hours a day was not strenuous enough and asked the instructors for a schedule of seven hours a day. During the last two weeks the class worked nights to fill out the curriculum. The practice of going to actual plants where electronics machines are being operated, and studying there, proved a great feature of the program.

#### MEN OF HIGH CALIBER

The first class of the school was made up of experienced men of high attainment. Every one of the students was a high school graduate and quite a number had advanced work. All of them were men of journeyman rank. They are prepared now to go back to their local unions and establish courses at their base, and in turn become teachers. It is a compliment to the men and to the school that two or three state governments tried to hire these men as instructors to operate electronics courses.

On Thanksgiving Day the Wisconsin Electric Power Company gave a Thanksgiving dinner to the entire class. Even this happy occasion was used to study the system of four-wire distribution. The entire class also went to the National Chemical Conference, held at the Coliseum in Chicago. There Dr. J. A. Hutcheson of the Westinghouse Electric and Manufacturing Company delivered a talk on industrial electronics in the chemical industry. The men also had an opportunity

## First Ends: **SECOND TERM** Begins January 8

### Electronics School at Marquette justifies high expectations.

to see some modern industrial electronic equipment in operation. That same evening the class attended the electronics show which was conducted on the Navy Pier in conjunction with the Sixth War Loan drive.

#### PRESS GENEROUS

The course has received widespread publicity. The *Milwaukee Journal* gave a full page spread as did the *Chicago American*. The *St. Louis Post-Dispatch* ran an extended story, and the Associated Press sent a dispatch throughout the country lauding the opening of the school.

The laboratory method of operation of the class has proved a success. After four weeks of theoretical study and practical demonstration the men started to build experimental equipment in the laboratory as part of their regular work.

The *Milwaukee Journal* said this about the school:

"School days began this week at Marquette University for 80 oldsters and youngsters of the International Brotherhood of Electrical Workers. Every section of the United States is represented among the student-workers chosen by their local unions to participate in the intensive six weeks' electronics course, the first of its kind in labor, management or educational history. Enthusiastic students hailed the course as a chance for electrical workers to keep abreast of the rapid advances made in the field of electronics during the war. Marquette University, taking a leaf from the successful progressive methods used in Army and Navy intensified courses, is putting the union boys through their paces at a fast, but thorough clip."

The *Milwaukee Journal* went on to say:

"Undismayed by the mystic term 'electronics,' 80 electrical workers from many parts of the United States began 'hitting the books' at Marquette University Monday in college courses designed to keep them abreast of the rapidly advancing electronics field. The courses will run for six weeks and the students—men of all ages and all members of the Brotherhood of Electrical Workers (AFL)—will barely be able to get home for Christmas."

#### ABOUT THE COURSE

"Electronics is the science of control by radio tubes. War has shoved it along faster than electricians have been able to absorb new developments. Hence the school, the first of its kind in labor and industrial history, was established under

arrangements made by the Electrical Workers Union. About 500 union men eventually will take the courses.

"Taking a tip from intensified Army and Navy training courses, the university is using every type of aid to fast learning . . . moving pictures, lectures, demonstrations and laboratory experiments. The men, who attend classes eight hours a day for five or six days a week, are taught by the Marquette faculty, aided by experts from General Electric, Westinghouse and Allis-Chalmers. Local unions have chosen the men as their most able available representatives and are paying their wages, tuition and traveling expenses. On return to their locals, the men will give their fellow workers the knowledge they obtained at Marquette. Most of the men are married and fathers; most of them previously have taken short-term college or wartime courses in electricity."

The schedule of classes is as follows:

First term, beginning November 13—ending December 22.

Second term, beginning January 8, 1945—ending February 16 (Class full).

Third term, beginning February 19—ending March 30 (Class full).

Fourth term, beginning April 2—ending May 11 (Class full).

Fifth term, beginning May 14—ending June 22 (30 vacancies).

#### THE FACULTY

The faculty of the school consists of the following: Dean William D. Bliss, Professor Edwin L. Cordes, Professor Edward W. Kane; H. W. Maher, educational consultant, I. B. E. W.; and John Daly, president of L. U. No. 494, registrar. The following eminent engineers are also co-operating and giving lectures:

Walter Richter, Allis-Chalmers Manufacturing Company, Milwaukee

J. M. Cage, Allis-Chalmers Manufacturing Company, Milwaukee

George Chute, General Electric Company, Detroit

Ralph Welton, General Electric Company, Milwaukee

R. W. Watson, Westinghouse Electric and Manufacturing Company, Pittsburgh, Pennsylvania

P. La Hue, Westinghouse Electric and Manufacturing Company, Pittsburgh, Pennsylvania

Amos Germain, Westinghouse Electric and Manufacturing Company, East Pittsburgh, Pennsylvania

G. O. Paden, Westinghouse Electric and Manufacturing Company, Chicago, Illinois

Byron Hill, Westinghouse Electric and Manufacturing Company, Chicago, Illinois









ED J. BROWN  
International President

Addressed to A. H. Schirmer, Chairman, Committee on Article 250 (N. E. Code) of Electrical Committee, the following dissenting report was filed by William D. Walker, acting for President Brown:

**W**E, the undersigned, members of the Committee on Article 250 of National Electrical Code, of which you are chairman, submit this minority report through you to the Electrical Committee. We request that you circularize this minority report to all the members of this article committee, before the majority report is sent to the Electrical Committee, and that you forward the majority report and this minority report, together, to the Electrical Committee, to be placed in the preprint of article committee reports, for later consideration by the Electrical Committee. This circularization by you will give the needed early opportunity for all members of Article 250 Committee to join in the minority report by advising you that they are doing so. Some members may wish to do this, upon present careful consideration.

We sincerely believe that when individuals or groups secure or accept membership in the Electrical Committee, which is responsible for the making of the National Electrical Code, each member of the committee becomes responsible to the public for assuring the safety of the public.

#### A. ESTABLISHED CODE PRINCIPLE OF SAFETY, WHICH WE SUPPORT CONSISTENTLY

We believe that for securing the safety of the public, it is necessary to include in the National Electrical Code rules which require that all conductors on load side of the service disconnecting and over-current protection means for any building shall be fully insulated for the voltage of the system, and that this safety of the public is imperilled by including in this

# I. B. E. W. Files DISSENT

## On "250" Committee

Joined by inspectors, Brown and Walker object to predetermination of Electrical Committee action by sub-committees

code any rules which require, or permissions which allow

- (a) The reduction or removal of this insulation,
- (b) The connection of any such conductor to ground, including a grounding electrode.
- (c) The connection of any such conductor to the conducting frame of electrical equipment or to any non-electrical conducting object in, on, or near, the building.

Because the maintenance of this above correct established principle, consistently, in National Electrical Code rules and permissions, is believed to be essential to the public safety, we believe we owe it to the public, at this time to recommend the following few, but important, changes from the majority report of the Article 250 Committee, as arrived at by a very slight numerical majority vote (see the record of voting which shows never more than one vote more in the majority than in the minority vote) in this article committee's meeting of November 13, 1944.

The only changes we recommend, as noted below, are those necessary to restore and keep the rules and permissions of Article 250 to the necessary full accordance with the above correct established principle. With all the other rules and permissions included in the majority report, we are in full accord. The few, but essential, changes we recommend below, are wholly for the purpose of securing consistent uniformity of all the Article 250 rules and permissions with the above principle.

We look forward confidently to securing the present cooperation of the majority voters and of other committee members heretofore not voting, to join in changing these few violating rules and permissions to conform to the established principle, by now voting for this minority report. Such cooperation we shall be glad to call to the attention of the public, to whom we are all responsible in the last analysis.

#### B. RECOMMENDATION OF MINORITY REPORT

1. Rule and Permission—Section 2523.

(a) The rule (comprising all the text up to the word "except," near end of text) as recommended by the majority report, we endorse as in accordance with the above correct principle.

(b) But the permission (comprising the last few words of the text, beginning with the word "except") as recommended by the majority report (4 voting for and 3 against)

we request be removed from the article committee recommendations to the Electrical Committee. And we request that no such permission be allowed to continue, nor be placed, in National Electrical Code, since such permission is a violation of the above correct principle.

(c) Recommendation of minority report—Remove from the Section 2523 the exception which reads "except as provided for in Section 2524."

2. Rules and Permission—Section 2524.

(a) The rule and permission (comprising the entire section) as recommended by the majority report (4 voting for, 3 against) we request be removed from the article committee recommendations to the Electrical Committee. And we request that no such rule or permission be allowed to continue, nor be placed, in the National Electrical Code, since such rule and permission call for and permit a violation of the above correct principle.

The present code permission of Section 2524 is also a violation of above correct principle, and majority (4) as well as minority (3) request its discontinuance.

(b) In order safely to accomplish certain reasonable safety ends, sought by the article committee members, but worded in the recommendation of the majority report voters in such wise as to produce an unsafe result if such a rule and permission should become adopted into the code, we now constructively cooperating, recommend a suitable substitute rule and permission, using some of the text as proposed by the majority report voters, but changing those parts of that text which now violate the above principle, so as to remove such violation.

(c) Recommendation of minority report for Substitute Title and Text—"Two or more Buildings Under a Single Management. There shall be a separate service to each building where two or more are under a single management, and with service disconnecting and over-current protection means at each building, if a grounding electrode is to be placed at such building. And a grounding electrode shall be placed at such building, if it contains more than a single circuit or if it houses live stock.

If grounding electrode is not required, and none is placed, at any building, that building may be supplied from conductors (which are of course not service conductors)



which are on the load side of the service disconnecting and over-current protection means, which means may then be placed elsewhere than at the building in question." Of course in this case, disconnecting or over-current protection means placed at the building, are not required by the code, nor are they, if placed there, service means.

3. Rule and Permission — New Proposed Section 2553A, as recommended by the majority report (4 members voting for, 3 against).

(a) If the above needed changes from Sections 2523 and 2524, as now recommended in majority report are now made by the article committee as above recommended in this minority report—then there will be only a slight, and easily corrected, violation to the above correct principle.

(aa) Recommendation of minority report in this (a) event—Use the text of new proposed Code Section 2553A as recommended by majority report—except—omit words "in or" following word "electrode" where first used in that text. This will put text in full accordance with above correct principle (if Sections 2523 and 2524 are corrected as recommended in this minority report).

(b) Without the above changes (in Sections 2523 and 2524 as recommended by the majority report),—as such changes are recommended above in this minority report—the new proposed text would seriously extend the code violations of the above correct principle of the code.

(bb) Recommendation of minority report in this (b) event—Do not add this new proposed rule to National Electrical Code—since it would then extend the code violation of the above correct principle of the code. The rule would then remove from a conductor on load side of service disconnecting and over-current protection means, its required insulation from grounding electrode, and from equipment frames as required by the above correct principle.

4. Rule and Permission—Section 2559. The former permission of previous code editions is now, by the majority report, recommended to be extended even to cases where chance contacts exist, or are known to be likely to occur, between frames of electrical ranges and conducting non-electrical objects. Since the permission is to connect such range frames to a grounded conductor—an unsafe connection which bares the grounded conductor, may make equipment frames and other objects alive, and does not well ground the frames, the permission violates the correct principle.

The vote in article committee (see record) was 4 for this majority report and 4 against, and the chair-

(Continued on page 35)

## N. A. C. C.

### Now Prepares For May 15

By WILLIAM WALKER, I. V. P.,  
Member of Electrical Committee

National Advisory Code Committee meets  
December 18 in Chicago to map campaign  
against dilution of electrical standards.

It is now definite that the National Electrical Code Committee, of which the International Brotherhood of Electrical Workers is a member, will hold its next meeting in Chicago, May 1945. The article committees are now in communication, and numerous committees met in New York City the week of November 13, 1944.

In some of these committees there is a concerted effort to lower the standards that are now set forth by the code by introducing suggestions to the committees for the introduction of bare neutral.

#### I. B. E. W. POSITION

In order to maintain safe and sane standards within the electrical code, the I. B. E. W. has adopted the following position:

"That bare neutral should never be used, and our position is that we shall vote against any rule, present or proposed, which does not require full insulation on all conductors on the load side of the service, or which permits or requires such conductors to be connected to grounding electrodes or frames of equipment."

Several groups are preparing to foster this movement, which is indifferent to public interest, and will no doubt apply pressure wherever possible to gain their point. You as a worker in the electrical field will be approached with the story that the Brotherhood should (1) stick to labor policy—(2) look forward to increased man-hours—(3) should go along for the benefit of good labor relations that may or may not exist.

Our answers to these points are clear. The Brotherhood is very much a part of the electrical industry, promoting education as well as creating work opportunity for our members—protecting life and property with good material and good workmanship and protecting the standards of requirements through code making—therefore, making itself a representative of the public and their welfare. On point number two there may or may



WILLIAM D. WALKER

not be an increase in man-hours, but even if there were an increase in man-hours, the lowering of standards would be a poor reward for the additional silver received. On the third point, labor relations would not be affected as this item is not one that can be used as a pawn to achieve relationship with employers at the sacrifice of good standards, in the hope that although low standards in the industry are achieved, a turn-about-face will be effected and high wages and standards regarding labor recognized. Labor has been sold this bill of goods before but has always awakened discovering itself on the short end of the deal. The bare neutral will not increase man-hours; this has been proved when the bare neutral was used in some localities in the service where service cable is permitted. Since its use has been introduced, there has been a general trend towards the lowering of standards both in material and in workmanship.

#### MAXIMUM EQUALS MINIMUM

The advocates of this system will tell you that if you have local code rules that it would not affect you in your community; but do not forget that in the greater area of this country the minimum requirements of the code become the maximum values of installations.

Buildings in your town or city can be reconditioned for additional capacities without tearing the building down, as the present wires in the existing raceways can be withdrawn and thin-wall insulated wires can be drawn in increasing the number, and using modern lighting equipment.

The present conversation is centered around the use of bare neutral in the feeders which is just another step toward their complete use of the bare neutral and the next step then would be "cancer trick" wiring, wherein the metal cover-

(Continued on page 36)



# Good Chance For WAGNER BILL in '45

**T**HE Wagner-Murray-Dingell Bill (S. 1161 and H. R. 2861) represents a tremendous advance in American progress toward an adequate system of social security. It consists of 90 pages of amendments to the Social Security Act of 1935 (amended in 1939), which fill nearly all of the gaps in our present social security legislation. If adopted, the result would be a well-rounded social security system that would make health insurance, medical care, hospitalization, permanent disability insurance, maternity benefits and low-cost burial insurance a reality for the masses of people in the United States. It would liberalize and expand our present national system of old age and survivors' insurance, unify our Federal-state systems of unemployment placement, federalize the state unemployment insurance systems and enlarge the Federal-state program of public assistance.

## WHAT IT DOES

In general, the bill amends and extends the present Social Security Act by (1) establishing a national system of unemployment compensation and making permanent the wartime Federal system of public employment offices; (2) liberalizing the present national old age insurance system, extending it to cover permanent disability and providing death benefits for all insured persons; (3) establishing a national system of health insurance to include cash benefits for temporary disability and maternity, pay-

Bill is an over-all revision  
of present system in light  
of experience

ment of the cost of medical care, hospitalization, and laboratory services, and providing grants for medical education, research, etc.; (4) liberalizing the present benefits for dependents and survivors under the old age insurance system and providing for dependents' benefits under the disability and unemployment insurance programs; (5) establishing special social security rights for men and women in the armed services; (6) establishing a new and enlarged system of federal-grants-in-aid for public assistance by the states.

The bill extends the country's social security benefits to agricultural workers, domestic servants, seamen, and employees of non-profit institutions. It increases old age insurance benefits to a maximum of \$120 per month per family, and establishes corresponding benefits for permanent disability.

It increases unemployment compensation throughout the country to a maximum of \$30 per week per family for 26 weeks in a year, with the possibility of extending the payments to 52 weeks. It establishes health insurance with cash, sickness benefits and maternity allowances for the insured workers, and medical treatment, hospital care, etc., for insured workers and their families. Bene-

fits are also provided for dependents of the insured.

Instead of workers paying 3 per cent merely for old age and survivors' insurance, as under the present Social Security Act, and employers paying about 6 per cent for their employees' old age, survivors' and unemployment insurance, all the benefits of the above insurance program would cost the workers 6 per cent of their wages (up to \$3,000 a year) and their employers 6 per cent of their corresponding payroll. Any additional costs would be made up by the Government.

Small business and professional men and women, farmers and other self-employed people, would be provided with old age survivors' and permanent disability insurance and medical care and hospitalization at a cost of 7 per cent of their income up to \$3,000 per year. Other provisions in the bill make special arrangements for state, county and municipal employees, so that they may likewise receive the above benefits at a cost to the employee of 3½ per cent of wages up to \$3,000, and to the Governmental unit, of 3½ per cent of the corresponding payroll.

Special credits would be given to men and women of the armed forces toward benefits under all the insurance programs.

The bill also makes it possible for the states to contract with the Social Security Board to provide free medical care, hospitalization, etc., to the men, women and children on their relief and public assistance rolls.

## A TRUST FUND

The bill provides for the establishment of a trust fund into which shall be placed the present assets and future contributions of all existing social security funds and all other funds collected under the provisions outlined above. This trust fund shall be administered by a board of trustees composed of the Secretary of the Treasury, Secretary of Labor and the chairman of the Social Security Board.

To finance the medical care and hospitalization program, a separate medical care and hospitalization account is established, to which shall be credited one-fourth of the contributions paid by employers and employees, three-sevenths of the contributions made by the self-employed and by and in behalf of employees of states or political sub-divisions thereof, and any sums accruing from agreements made with states for the care of needy sick under the medical and hospital provisions of the bill.

## AUTHORITY

Authority over the health and medical provisions of the bill will be vested in the Federal Security Administrator. Professional and administrative functions are entrusted to the Surgeon General of the Public Health Service; ultimate responsibility for financial matters will be entrusted to the Social Security Board.

(Continued on page 36)



Courtesy Farm Security Administration

Widened coverage for social security will give farmers protection.



**Y**OU have invited me to join you here on the banks of the Missouri to talk about another river and another valley, a distant valley a thousand miles and more away; to describe the changes that have taken place in the Valley of the Tennessee—great changes—in the 11 years since the TVA was set up by Congress in 1933.

I can assume that your interest in the progress of that other valley in these years is due primarily to one thing: You members of the National Farmers Union to whom I am directly speaking here in North Dakota; and you housewives, you businessmen, storekeepers, grain merchants, doctors, rangers who may hear what I say over the radio—you are all concerned about your future, about the future of your own valley, the majestic Missouri Valley in which you live.

#### DEVELOPMENT AND DESTINY

I welcome this opportunity to report to you on the experience of the TVA, to tell you what has happened in a valley whose river is now controlled and works for the people; a valley whose natural resources are developed under a new and different method of making nature serve men, a method wholly different from any ever tried before in all our history.

For it is important that you and all Americans should know what has happened in the Tennessee Valley, and how it has happened, because that development will affect your destinies. It is important to you particularly because some of the proposals now under consideration for the development of the resources of this, your own valley, are designed to create an MVA expressly based on TVA's example and experience.

From a reading of the newspapers and the Congressional Record, it is plain that the creation of an MVA is being discussed on the basis of the TVA's record. Those who look with disfavor on an MVA do so largely because of what they understand TVA's record and its principles to be. On the other hand, those who urge the creation of a regional agency, an MVA, do so on the basis of *their* understanding of TVA's program and achievements.

I cannot, therefore, even if I would, ignore my responsibility to try to make clear just what the TVA's record is, and what its underlying policies and practices have been, so the choice you make of the method of developing the Missouri Valley can be in the light of the facts with respect to the Tennessee Valley and not on the basis of imagined evils nor of exaggerated merits.

#### THE EXPERIMENT

Bear in mind that the TVA was set up in the first place as an experiment, as what a business man or scientist would call a pilot plant. TVA was not intended to be merely an aid to the development of one river valley. It was clearly designed to throw the light of actual experience—not just talk or theories or promises, but actual experience—on the development of resources by a *new* method and a *new* principle. All valleys differ, of course—in the Tennessee Valley we have ample rainfall, for example, whereas parts of

# TVA Speaks to Farmers About MVA

By DAVID E. LILIENTHAL, Chairman, TVA

**Unity of nature, integration of a region, by cooperation of all local groups, makes for success**

your valley require irrigation. But a principle of development, if sound, can be adapted to any region's particular physical circumstances.

TVA was intended to provide a basis of facts on which the people of this and other regions might better determine how their river valleys and their life-sustaining resources might be best developed in their interest and that of their children and their children's children.

#### THE BROAD JOB

What was it we were told to do when TVA was created 11 years ago? The job of the TVA, as carefully defined by Congress, is a broad one. TVA, set up not as a bureau but as a corporation owned by 130,000,000 stockholders—the American people—was told to develop or to aid in the development of *all* the natural resources of the Tennessee Valley region. Not one resource, such as power or forests, not two or three, but all of them—the river, the land, the forests, and the minerals. Not navigation alone,

not agricultural development alone, not research in new industrial processes alone. TVA was to be a kind of technical servant of a valley's farmers, businessmen, lumbermen, workers, in respect to *all* the interrelated natural resources upon which the valley's life depends.

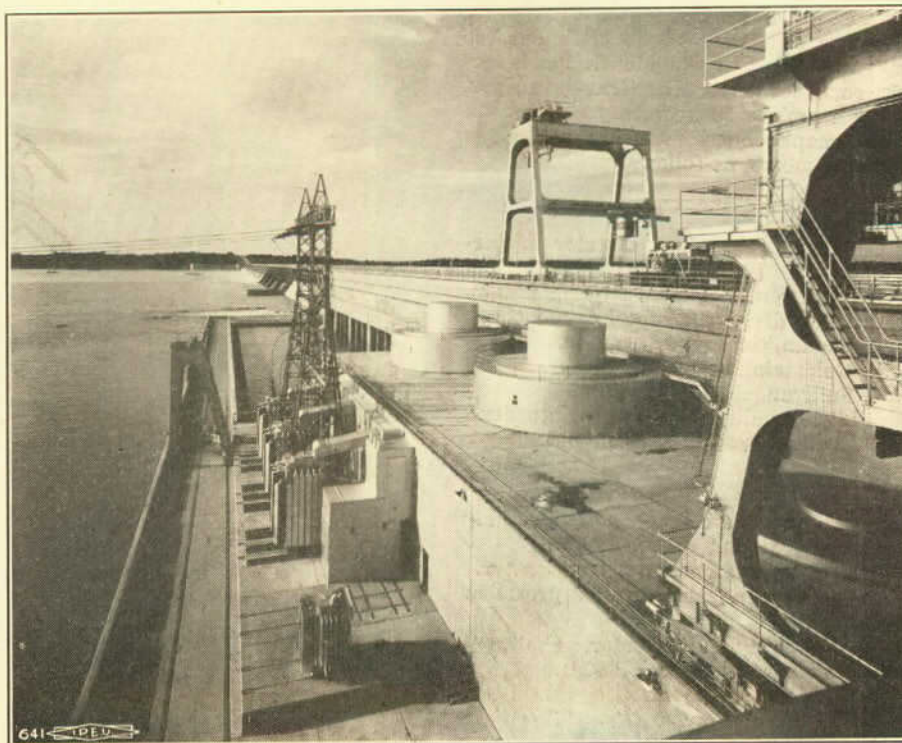
Bringing all of these responsibilities together—as they are in actual life—this unity is what was new and different about TVA. But Federal responsibility for aid in resource development is *not* new—it is as old as the Republic itself.

Don't forget that. Don't let anyone confuse you, as some seek to these days, into thinking that the Tennessee Valley is the first valley in which the Federal Government has furnished technical aid to the people in the development of forests, land, minerals, and rivers. That is going on all over the country today, and it has been for a long time.

This is *no extension* of Federal responsibility we are discussing in connection with the Tennessee Valley. It is a new way of making that responsibility effective; and as quite a few people think, looking at the record, more effective.

Since the beginning of this Government the people have from time to time placed upon the Federal Government responsi-

(Continued on page 36)



Courtesy TVA

Dams like this will landmark water power sites in 10 states if the Missouri Valley Authority goes through.



# Appraisal of UNION MANAGEMENT Plan

*A happily functioning labor-management committee at Elizabeth, New Jersey, is described, and launched by War Production Drive Division, WPB. Local Union No. B-921, I. B. E. W., is co-participant.*

**T**HE General Instrument Corporation has been in business for approximately 25 years. Prior to the war it was engaged in the manufacture of the same type of product, i. e., component parts of radio and communications instruments. There has been only a moderate increase in the number of employees, from around 1,700 to 2,000. The percentage of women employees was high even before the war (60 per cent) and has since increased to 70 per cent.

The company has been under contract with the I. B. E. W. for seven years. The local involved, No. B-921, is limited in its membership to the employees of this one plant. N. Monticello, president of the local, works at General Instrument and is co-chairman of the labor-management committee. Mrs. Ann Maurer, business agent of the local and former General Instrument employee, also serves on the committee. According to union and company officials, labor relations at this plant are very satisfactory. The company was awarded a star on its Army-Navy "E" in December, 1943.

The labor-management committee was formed in February, 1943. C. Monica, Director of Personnel, is chairman for management and N. Monticello is co-chairman for labor. Miss Genevieve Nycz, labor member, is secretary. There are eight management members and eight labor members, as follows:

## Management

C. Monica, chairman, director of personnel.  
I. Bernstein, divisional superintendent.  
B. Katz, divisional superintendent.  
R. Klabin, time study engineer.  
B. Goldstein, methods engineer.  
C. Sullivan, chief accountant.  
J. Little, quality control superintendent.  
W. Talish, process superintendent.

## Labor

N. Monticello, co-chairman, assembly workers, president of Local B-921.  
Genevieve Nycz, secretary, calibrator.  
Helen Tepper, solderer, vice president Local B-921.  
A. Cooperman, inspector, chairman executive board of Local B-921.  
Ann Maurer, business agent, Local B-921.  
Anne Tator, inspector.  
Frank De Geatano, stock clerk.  
Betty La Motta, production clerk.

WPB unit describes functioning of committee at General Instrument Company's plant, involving I.B.E.W.

Three of the labor members (Monticello, Cooperman and Maurer) also serve on the union grievance committee. Management approves of this arrangement, on the grounds that the good relations established in labor-management activities carry over to the other conferences; and labor does not feel that its bargaining position is weakened thereby.

The following subcommittees have been set up: absentee committee, canteen committee, publicity committee, suggestion committee, production drive committee, transportation committee, plant activity and sports, Muzak committee, dance committee, plant paper, area council of labor-management committees, blood donor, ambulance drive, swing shift frolics. Most of the subcommittees are made up of one management member and one labor member of the main committee, with additional members added as needed.

In addition, there are two labor aides in each of the 25 departments who assist in carrying on the labor-management program.

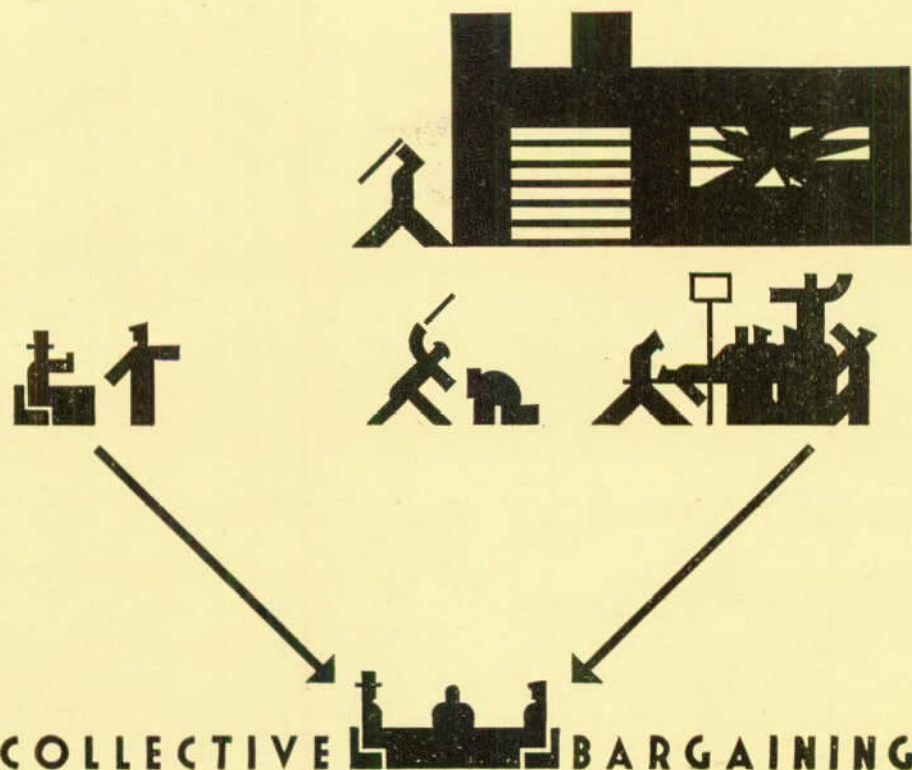
The main committee meets once a week and hears reports from various subcommittees. Minutes of the meetings are dictated and are sent to all committee members. The union business agent reports regularly to the membership at union meetings on the activities of the labor-management committee.

## SUGGESTION SYSTEM

The suggestion system operates at General Instrument along the usual lines. Suggestion boxes have been set up in all departments with numbered suggestion blanks alongside. The suggestions are collected from the boxes by the secretary of the subcommittee who has been placed in charge of the mechanics of the suggestion system and devotes full time to this work. Awards are given in stamps and bonds. Foremen and supervisors are excluded from the shop workers' system, but have their own suggestion system, are encouraged to submit their ideas through it and have done so.

Awards up to 20 per cent of the direct savings for one year, less cost of installation, are granted the workers. There is a top limit of \$1,000 on the amount that can be awarded for a single suggestion. Suggestions are first considered by a group of foremen who meet together with the labor-management suggestion subcommittee. Suggestions are analyzed and sent to an executive committee composed of top management which also meets with the labor-management subcommittee. At this meeting, the decision is made as to the value of the suggestion and the award is fixed. Then the entire subject is referred to the main labor-management committee for recording and presentation of the award, if any. The suggestion subcommittee

(Continued on page 40)



Courtesy Pennsylvania Labor and Industry Department



# I. B. E. W. Man Develops Million Dollar Idea

**T**O THE average person, an accident which necessitated a change in the means of earning a livelihood when one has already had some success in a chosen field, would be little short of a calamity. Not so to Albert L. Gibbons of 1331 Belmont Street, N. W., Washington, D. C., a member of Electrical Workers Local No. 588 of Lowell, Massachusetts. But then Albert L. Gibbons is no average person. To Mr. Gibbons, being incapacitated for one phase of work, only meant putting greater effort and determination into another.

Mr. Gibbons came to Washington to work at his trade as an electrician on the Pentagon Building while it was in the course of construction. Some time previously, he had suffered an injury while playing football which during the course of his work at the Pentagon became aggravated to such an extent that a tumor developed. This necessitated an operation which resulted in the loss of a part of one lung. Realizing it would be impossible to continue his work on the building actively engaged in electrical work, Mr. Gibbons accepted a position in the requirements and stock control branch, analysis and procurement initiation subsection of the Office of the Chief of Engineers. Immediately upon his assignment as an administrative assistant, he set about devising ways and means of improving the quality and quantity of his work in the office, in a determination to conserve funds for the Government and thereby further assist in the war effort. This was recognized by his superiors to the extent that a supervisor of another group in the section in which he worked requested Mr. Gibbons' aid in straightening out a "mix-up" in the inventory reports of wire. Thus encouraged, Mr. Gibbons began an analysis of other items which led to the conviction that a very great saving could be effected by similar studies leading to simplification in other standard items of engineer supply and equipment.

Through analysis and single-handed efforts he developed a simple form or chart which is now in use by six analysts, several more having been authorized in the newly created stock substitution and excess property unit, which has been set up specifically to follow the procedure initiated by him. In this unit, Mr. Gibbons reviews the charts made by the analysts and edits the final charts prior to publication. To test the validity of his idea, and while performing the duties regularly assigned to him, this "master mind" completed partially on his own time several charts which involved the intensive study of 1,732 items, of which but 210 remained classed as "standard items", 406 have been classed as temporary substitutes for standard items, 529 have been reported to redistribution

When incapacitated, he produces standardization method of high value. Given citation

and salvage branch for disposal and 587 were deleted from stock records. The operation of this new unit during the first two weeks resulted in the study of 881 items, of which 344 remained "standard", 55 were temporary substitutes for standard items, 273 were to be declared excess and 209 were to be deleted, as there are no requirements or stock on hand in depots and, therefore, will be deleted from all engineer records in the future.

## CONSIDER THE SAVINGS

To date, stock substitution studies of the type originated by Mr. Gibbons have been made of a total of 16,266 items. Of these items, 1,174 have been declared substitutes for standard items and in this manner, reclaimed for use by engineer troops. A random check of the estimated dollar value of 100 of these 1,174 items shows that an average of \$7,018.00 worth of the engineer supply stock has been reclaimed for each of the 1,174 items studied or an estimated savings of \$8,239,132. In addition to the direct savings through reclamation of non-standard stocks, a large saving has also been effected through the declaration of 3,225 items

as excess. While it is difficult to estimate the amount of savings effected by this phase of the study, it is known that a large proportion of these stocks can be utilized by other Government agencies in lieu of new procurement; also, many of the items declared excess occupy large areas in storage space.

The suggestion committee for the Office of the Chief of Engineers awarded \$250.00 to Mr. Gibbons—the largest award ever given to a civilian employee by the Corps of Engineers—with the recommendation that the case be forwarded to the War Department board for consideration for the maximum award under existing regulations, which is a little over three thousand dollars. The presentation of this award was made by General Eugene Reybold, Chief of Engineers, who praised Mr. Gibbons highly while making the presentation. The text of General Reybold's speech follows:

"I have been informed that in March, 1943, you were requested by a supervisor in the inventory control section to help straighten out a mix-up in the inventory reports of wire—and that due to your background in the electrical field, you were convinced that the needs of that department, and the Corps of Engineers, could be best served by simplification and standardization.

"It is now evident that you not only recommended procedures which resulted in the simplification of existing accounting methods, savings in storage, handling and accounting costs, but also developed a simple form or chart which is now in use by six analysts in the section. I understand that several more of your forms and charts have been authorized in the newly created stock substitution and ex-

(Continued on page 35)



Recognition for million dollar idea to I. B. E. W. man (left to right) General Reybold, Albert L. Gibbons, Mrs. Gibbons.



# A. F. OF L. Moves to Face Transition Problems

THE I. B. E. W.'s new Electronics School was heartily commended in the annual report of the Executive Council of the American Federation of Labor at the A. F. of L. convention in New Orleans this November.

Not only did the council praise our undertaking but it also recommended the pursuit of such union-sponsored procedures by all labor organizations in meeting the surging challenge of industry's technological advance today.

Urging the need of unions for research and study, the executive council declared:

"The postwar period will be characterized by two dominating forces: The effort to achieve full employment and revolutionary technical changes as new progress in industrial chemistry and other applied sciences is put into production.

"The first—full employment—will require active and informed cooperation of workers and management based on the facts of local employment, unemployment, existing production and potential production by locality, by industries and for the nation. There will be needed technically trained persons who understand how to measure efforts and interpret measurements. Technicians should report to union executives responsible to the union wage-earners.

## NEED TECHNOLOGICAL ADVICE

"The union also needs the advice of persons who can keep them forewarned of production and technological changes that they must meet. When such changes are certain and imminent, the union needs to provide its members with such educational and training opportunities as will fit them to do the new work. A notable illustration of how a union can prepare for changes in production is the school in electronics which the International Brotherhood of Electrical Workers has arranged to train its membership in the new principles of lighting.

"We commend to national and international unions provisions for meeting their fact-finding needs, either through their own staff or by joint arrangement with other unions or with the federation."

Foremost among the proposals of the A. F. of L. Executive Council this year was a vigorous program on the issue of social security.

"It is everywhere accepted that an adequate system of social insurance is essential to maintain full employment, and that an adequate social insurance system cannot be maintained without full employment," emphasized the council. "An insurance system to be adequate must provide incomes for those emergencies which most commonly interfere with income earning: Sickness, loss of job, long-time physical disability and disability due to old age. By including all wage

## New Orleans convention develops policies. I. B. E. W. Electronics School endorsed

earnings and small salaried persons under the system and pooling risks, pre-pay-

## Cruse to Government



Appointment of Daniel Thomas Cruse, well known Midwest I. B. E. W. railroad unionist, as labor relations adviser for Region VI, which is comprised of seven states, has been announced by Rae E. Walters, regional OPA administrator.

A member of Local Union No. 794 of the I. B. E. W. for many years, he served as recording secretary prior to being appointed general chairman of System Council No. 10 of the I. B. E. W. on the Illinois Central System. He was an active member, too, of the labor-management committee on the I. C.

For some time Cruse has served on the OPA labor advisory committee for the Chicago metropolitan district, representing Standard Railroad Labor Organizations. He did an excellent job in advancing labor's views on price control and rationing.

He was also prominent in workers' educational programs, and played an active part in organizing campaigns among shopcraft employees in the area. His new labor relations position will cover the states of Illinois, Wisconsin, Iowa, Minnesota, Nebraska, North Dakota and South Dakota.

Cruse is married and the father of three children—two girls at school and a son who is on sea duty with the Navy.

ment amounts may be reduced to the lowest terms."

## WOULD WIDEN SOCIAL SECURITY

Specifically, the A. F. of L. proposals call for widening the coverage of the Federal old age and survivors' insurance program to include farm and domestic workers, self-employed persons and similar groups now categorically excluded from participating. Further, the council advocates that the system be expanded to insure against risks of long-term disability as well as old age. Arrangements should be made to allow increased old-age benefits for retired employees who temporarily return to work from time to time and again contribute to the social insurance program.

The council demands that the entire old-age insurance plan be financed from worker and employer contributions, as at present. It denounces the movement now in Congress to limit such contributions for the third year in succession to levels far below those upon which the social security program was originally based.

Obviously prolonged postponement of the collection of reserves upon which the entire system is founded will ultimately necessitate its financing through general federal taxation. Such an eventuality would destroy the basic earned-credit-toward-insurance nature of the present scheme. In addition, it would be subject to constant pressures to keep taxes at a minimum.

"The American Federation of Labor," asserts the report, "has stood uncompromisingly for the contributory basis as the way to assure workers' rights and equities in the system and to afford them a dignified, self-respecting way to meet their own problems. Wage earners are counting upon this insurance for the years when they are no longer able to work. If this insurance is financed out of taxes, it will irresistibly be pulled down to relief standards and away from insurance for an emergency."

## SEEKS HEALTH INSURANCE

Health insurance is firmly advocated by the A. F. of L. as a part of our national social security system.

Noting the manner in which inadequate incomes are connected with the neglect of disease and physical defects, and observing the present high cost of medical care and the unpredictable nature and extent of health risks for the individual, the executive council urged an insurance scheme whereunder the worker could retain his right to select his own doctor, and, at the same time, medical service could be provided without encroaching upon the professional freedom of physicians and surgeons.

The American Federation of Labor staunchly supports the Wagner-Murray-Dingell social security bills pending before Congress, and similar modified bills expected to be introduced early next year. These bills seek to establish health insurance in this country.

On the subject of unemployment compensation, the executive council proposes





STREET IN OLD NEW ORLEANS

modification of state laws so as to reduce the present wide variations from state to state in qualification standards and in the amount of benefit granted.

The duration periods from which unemployment benefits are allowed should be universally extended to a minimum of 26 weeks per year, with benefits of 65 to 75 per cent of full-time earnings, the council declares.

Present tendencies to adopt disqualifying provisions which effectively cancel rightfully earned credits for unemployment compensation should be curbed. Employer experience-rating schemes should be abolished or administered with proper safeguarding of the public interest.

"Unemployment insurance funds are not the property of employers, and should not be administered as such," blazed the council. "They are to pay compensation due workers under prescribed conditions, and should be administered as a public trust for the benefit of workers."

#### REPORTS RELATIONS WITH C. I. O.

The executive council painfully reports the continued failure of the peace overtures tendered by the A. F. of L. to the C. I. O. during the past year, and branded as "reprehensible" the tactics of the latter organization in raiding well-established unions of the federation.

On the convention floor, the organization voted as a body to continue efforts to unite the three contending labor structures—the A. F. of L., the C. I. O., and John L. Lewis' United Mine Workers.

The raiding policy of the C. I. O. has been directly aided and abetted by actions of the National Labor Relations Board, the council charges.

Citing five specific varieties of partisanship demonstrated by the N. L. R. B. in the past year, the council declares that such decisions of the board "contribute to irresponsibility in labor relations,"

"encourage unscrupulous activities on the part of rival unions," and finally promote "disruption of the war effort."

The American Federation of Labor, therefore, proposes two amendments to the National Labor Relations Act. One would protect craft-unit integrity wherever such a unit is desired by the employees involved, and the other would provide for direct court review of N. L. R. B. certifications of collective bargaining representatives.

#### STEEL FORMULA DENOUNCED

On one major issue, the A. F. of L. unites with the C. I. O.—namely, the effort to break the War Labor Board's Little Steel Formula, whereby wages have been frozen at a position of 15 per cent above their level on January 1, 1941.

Labor's no-strike pledge was given in return for a promise that the Government would stabilize prices. But, since January, 1941, the cost of living has risen (1) 25 per cent as measured by the index of the Bureau of Labor Statistics, (2) about 30 per cent as reported in the recent findings of the special committee appointed by President Roosevelt to review the matter, or (3) over 43 per cent according to the statement published early in 1944 by the two labor members of the President's special Committee on Cost of Living.

In any event, it is apparent that prices have risen at least twice as fast as the 15 per cent increase in wages allowed under the Little Steel Formula.

In discussing the matter of wages, the report points out, first, that, on the basis of the working man's budget published by the Heller Committee of the University of California, the minimum income necessary to support a family of four in health and efficiency is \$52.15 a week and \$2,712 a year (or about \$1.30 an hour for full employment at the rate of 40 hours per week); and second, that, on the basis of the U. S. Department of Labor's budget, which provides a bare subsistence level of living for a family of four, shows the need of a minimum of \$34.00 per week, or \$1,770 per year (the equivalent of 85 cents an hour).

With these facts in view, the federation recommends the following program with respect to wages:

1. Legislative action to raise substantially the minimum wage floor (now fixed at 40 cents an hour) established in the Fair Labor Standards Act.

2. A united move for wage increases by all unions affiliated with the A. F. of L.

3. A concerted organizing drive to unionize new workers, particularly in lower-paid industries.

Other items of interest in the annual report of the executive council includes a word of praise for the effective work of the Management-Labor Policy Committee of the War Manpower Commission, a slap at the wave of anti-labor laws recently enacted by several state legislatures, and a vigorous protest against several bills pending before Congress which would permanently establish



St. Louis Cathedral in New Orleans' French Quarter

the Fair Employment Practice Committee and extend to it the right to cancel union contracts.

The Postwar Planning Committee of the American Federation of Labor has drawn up a comprehensive program for future guidance, including extensive plans for residential construction (which it terms "the major generator of maximum employment"), highway developments, public works and community planning. It proposes the establishment of an Office of War Mobilization and Adjustment to formulate policies and coordinate plans for production reconversion, employment and the proper timing of demobilization of the armed forces with work opportunities.

The discipline of the trade union movement has been more influential in educating millions of Americans who work for wages than any other single agency. It is an education that reaches millions of the citizens and their families. It makes for stability in industrial life, as well as in all other relations. We do not always realize that some of the most vital problems are those of the work life. Any agency that gives light upon these problems is performing an educational function of first-order importance. The trade union has been a constructive agency in adult education, focusing attention on the human element in many big social issues and problems. It has performed what is truly public service in interpreting social and industrial problems. Since the labor movement is a voluntary institution, it depends upon educational methods to attain its ends.—Samuel Gompers.



# Big Negro WORKER

## Can Lift Log Car

By F. SHAPLAND

### Casey's Chronicles of the Work World

F. Shapland ("Shappie") is a veteran Canadian member of the Brotherhood, now on the pension rolls. His chronicles of line work, logging and adventuring in the wilds are enjoyed each month by thousands of JOURNAL readers.

Through a great variety of scenes, peopled with characters deftly drawn, moves the central figure, **TERENCE CASEY**, a red-headed Irishman whose ability to make friends is only matched by his fistic prowess, demonstrated when the occasion dictates.

The author asserts that this hero does not represent himself, but an inseparable companion of his young manhood. However, many of the incidents are drawn from Shappie's own experience, and that of his many friends.

New readers may break in at any time and soon will feel well acquainted, as the "Chronicles" are a series of incidents rather than a tightly-drawn plot.

*The best laid schemes o' mice an' men  
Gang aft agley.*

—Burns.

**N**EXT morning Jules and Terry joined the wolves in the big dining tent and stowed away enough of the vital necessities of the inner man to insure them for a brief period against the pangs of hunger.

Jack, the camp teamster, drove around with his wagon, and Jules, and the huskies he was taking with him to unload poles from the cars, piled on it axes, cant hooks a peavie, some coils of rope, a snatch block, a pair of steel grab hooks and then added the most important part of the out-

### Smell and feel of lumbering industry communicated by author's facile pen

fit, a large basket containing their lunches, a camp teapot and water bucket.

Tan, the foreman, came out of his tent as they were about to start and said to Jules. "There will be three teams waiting to begin hauling poles out along the line, so get them moving. The line gang will be busy in town for a few days doing local work and I want to get a line of poles set so that they can start running copper over them when they are through."

"All right, Tan. We is get dose pole slidin', w'ere dose hole, she is dug, lak' dey is wan greasy snake."

Jack drove away at a brisk trot over the rough country road and the rude jolting the gang got on the springless wagon was rather disturbing to their recently filled stomachs and they were all relieved when they reached the scene of action.

### WORK TO BE DONE

On a side track in the jerk-water station yard were five flat cars, piled high with forty-foot, cedar poles, kept in place by four stout stakes on either side of each car. Some telegraph poles were purloined from a heap skidded at the rear of the yard and placed against the platforms of the cars for the poles when released to roll away on. With keen-edged axes Jules and Terry cut the two inside stakes of the first car, then standing, one at each end of it, they slashed away with even strokes at the remaining stakes. There was an

ominous crack,—a hurried, final stroke of the axes,—they jumped in the clear as the poles came thundering down.

By this time two farm outfits and one from the town had arrived to do the hauling. Short skids were placed against the wheels of the leading wagon and busy cant hooks rolled up a pole on them, a final heave and the pole rolled over and down on the bolster of the wagon with a bump; four more followed which made a full load, a chain was hooked loosely around them and then tightened with the boom pole, the driver climbed up on the load and with a loud "GIDDAP!" slapped the lines on the backs of the somnolent steeds, they moved away at a pace that accorded with their surprised indignation. The second wagon was nearly loaded and with the last pole on was boomed and sent on its way.

### A DUSKY HERCULES

The driver of the town team pulled into place. He was a big Negro—a veritable Samson in build and evidently quite ready to exploit his strength.

The first pole was rolled up against the wheels of his wagon and one of the gang went to pinch it over the top with a peavie—he got a rough push back with the snarling assertion that "any time yo' fellas gits de idear dat Hec McGinnis cain't hol' up his end in dis crowd jus' let ah know."

No one said anything. If this big jasper wanted to do the heavy lifting it was all right with them. The load was finished without any further remarks. Jack removed his wagon box, and with the hind wheels adjusted to take in the poles, loaded up and followed Hec. While Jules and Terry were busy cutting stakes the others cleared the car and rolled the poles up on the skids across the roadway. They made a chip fire at noon, boiled their tea on it, ate their lunch, then retired to the welcome shade of some near-by trees where some smoked and others enjoyed a brief siesta. Jack had unloaded his poles near the camp and was back early. Tan came with him to see how the work was progressing. Under his directions, with the aid of some pike poles, a leaning gin pole was erected with guy ropes and a snatch block fastened to its top, a tow rope ran through the snatch block to the steel grab hooks and the pole was securely guyed. With Jack's steady team on the tow rope poles could be swung on the wagons with little effort in a minimum of time.

### MAKE HASTE

"A freight train is going to stop and pick up the empties late tomorrow afternoon, Jules," said Tan, "so try and get them all unloaded so as to save paying demurrage charges on them."

"Ef we is not mak' for to get dose car clear in tam, Tan, we is get dat beeg neegur to put hees shoulder under dem car, upset dem an' den put dose car back on de track."

"You fellows better be careful about McGinnis. The man he works for says he

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Heavy logs like these awaited the strong backs and ready muscles of Casey and his fellow workmen in the Canadian woods.



# When My Ship Comes In

By John C. Toomey

"New Carrier, Bon Homme Richard, Commissioned Today"—headline on a news item which appeared in the *Brooklyn Eagle* on Sunday, November 26, 1944.

This news story would tend in several ways to first amaze and then confound the labor baiters and protagonists of anti-labor who, in their un-American, ill-inspired, misplaced zeal lose no opportunity of proclaiming to all the inhabitants of this world and frequently sound as if they are trying to impress and convince the peoples of all other planets, of the, to them, so-called deficiencies and shortcomings of labor, and particularly of organized labor.

Let the members of the anti-labor gentry pause in their morbidity and read and reread the news item:

"New Carrier, Bon Homme Richard, Commissioned Today." Let them dissect the item bit by bit.

The fact will stand out even in their warped and twisted minds that this glorious vessel was launched 15 months after the keel was laid, or eight months sooner than the pre-war expectation of launching a carrier after the laying of the keel. This in spite of the fact that this type of vessel is of practically new design.

It is safe to assume that the elapsed time between launching and commissioning has been greatly reduced from pre-war standards. It is safe to further assume that the former pre-war time elapsed between keel laying and taking her place in the fighting line will be drastically cut by considerably more than eight months.

The news item states that there were 250 miles of cable (electric) used in the building of this Goliath or Japanese menace or promoter of civilization.

The members of three I. B. E. W. local unions helped in the installation of this 250 miles of electric cables as well as in the installation of her power plant and all other electrical apparatus and appliances.

The local unions referred to are Local Union No. 3, Local Union No. 277 and Local Union No. 664, all members of the International Brotherhood of Electrical Workers, and affiliated with the American Federation of Labor.

Let the mealy-mouthed, oleaginous and oftentimes semi-hysterical critics of organized labor be further amazed, astounded and confounded when they are again tempted to holler and shout about "jurisdictional fights in organized labor holding up production" by the following facts:

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SHIPS LIKE THESE ARE BUILT BY PATRIOTIC LABOR

## S. S. Joe McDonagh Now Sails High Seas

FOR HIS longtime services to the shipping industry and to the United States Navy, Joseph S. McDonagh was honored at Savannah on October 27, when the S. S. Joseph S. McDonagh was committed to the sea. While many of his associates looked on, as his sister, Miss Mary A. McDonagh, of Brooklyn, crashed the champagne against the Liberty ship's stern, Brother McDonagh's long services to labor were extolled.

G. M. Bugniazet, secretary, gave the principal address at the launching. Among the other associates of Mr. McDonagh present were G. X. Barker, vice president, I. B. E. W.; Daniel W. Ring, director of shipyard labor relations of the United States Maritime Commission; Ben T. Huie, Atlanta, commissioner of the Department of Labor for the State of Georgia; Charles M. Paulsen, chairman of the International Executive Council; George Googe, southern representative of the A. F. of L., Atlanta; F. D. Laudemann, vice president of the Machinists.

The Southeastern Shipbuilding Corporation, which built the ship, gave a party at the Hotel Savannah, and the representatives of the International Brotherhood of Electrical Workers gave an honorary dinner that night at the hotel. The S. S. Joseph S. McDonagh is the 73d ship built by the Southeastern Shipbuilding Corporation for war purposes.

Brother McDonagh was elected secretary-treasurer of the Metal Trades Department, American Federation of Labor, in 1940. He had continuous good standing

in the Brotherhood at the time of his death, from May 10, 1910. His membership originated in Local Union 664, Brooklyn Navy Yard.

Secretary Bugniazet made the following address:

Ladies and Gentlemen:

"On behalf of the members of the International Brotherhood of Electrical Workers, I desire to express their deep appreciation for the opportunity afforded to them to pay tribute to the memory of our departed member by the naming of this beautiful ship—the JOSEPH S. McDONAGH. He not only served well those whom he represented, but also served his country well and with diligence and loyalty. At the outbreak of the Spanish-American War, he volunteered and served through that whole conflict, and at its termination was honorably discharged. He then went to work in the electrical department of the Brooklyn Navy Yard, and soon became the president of Local Union No. 664 of the International Brotherhood of Electrical Workers. In a short time, he was selected as president of the local Metal Trades Council, and, while serving in those capacities, was often sent to Washington to appear before Congressional committees, urging appropriations for the building of ships for the United States Navy.

"Later he was employed by his international union as their legislative agent, appearing before congressional committees on the various legislative bills, expressing labor's views on such legislation. Then, three years ago, he was called

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# JOURNAL OF ELECTRICAL WORKERS

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No. 1

**"Labor's Place"** The *Electrical World* (McGraw-Hill) again steps in with a constructive suggestion involving the operation of the electrical industry:

"Are we ready yet to accept labor as a partner in the development of the electrical market? Probably not entirely because habit and prejudice are hard to change. However, progress is being made, the most significant being the adoption by NEMA at its recent annual meeting of the Declaration of Electrical Interdependence, at which time the necessity for keeping labor informed on the industry's programs was recognized.

"It has always been felt that the employer was responsible for sales programs and market promotion and, since the costs are recognized as legitimate operating expenses and therefore are borne ultimately by the customer, there are good reasons for maintaining that precedent. However, that does not mean that labor cannot help in market promotion in some way other than financial. As a matter of fact, labor can become the strongest promotional factor for adequate wiring and electrical living if the right effort is made to get that support.

"Labor has indicated that it would welcome an opportunity to work with the rest of the electrical industry in the development of the electrical market and when plans are being made, would like to participate in their formulation. Since one of the major reasons for this planning is to provide for employment, it does not seem at all strange for labor to be interested.

"We have used adequate wiring only as a model to indicate how all elements of this industry that have a market stake can work together for the common good. There are many avenues which management and labor might well explore together without impinging on wages or working conditions. And it is not at all unlikely that if this exploration were made in the proper spirit much good would come, not the least of which would be a better and more constructive attitude around the bargaining table.

"If labor can help in promoting the postwar market, and we think it can, then everything within

reason should be done to secure its cooperation. It's a big job and we need every shoulder to the wheel."

**Consumer Cooperation** History is made not by leaps and bounds but by halts and advances. Measures seem to sleep at times and suddenly revive and become programs. A long step in advance toward unity of labor philosophy was taken at the A. F. of L. convention in New Orleans. The convention decided to set up a consumer department in the A. F. of L. to encourage consumer cooperatives. This we believe is a move in the right direction.

The cooperative movement historically arose out of a strike by labor people. They found in their long battle that they could not live on their accumulated funds in such a time of stress. Thereupon they decided to pool their funds and do collective purchasing. This was the beginning of consumer cooperation. The plan was never abandoned and consumer cooperatives have grown to vast proportions in England and Europe.

Though interest in consumer cooperatives developed slowly in the United States, great emphasis has been given to them in the last 10 years and it seemed quite fitting for the A. F. of L. to give this support to a people's movement.

**The Official Journal** From a far isle in the Pacific comes an interesting letter from one of our members commenting upon the official Journal. "After seven months in the Marshalls, our first mission accomplished, we returned here to a new assignment. All second class mail for the entire period was piled up here so I have just now read the I. B. E. W. Journals for the past months. Please permit a G. I. Joe to comment briefly on some of the articles." Then our correspondent makes several adverse comments on certain articles in the Journal and appears to be following the line that labor can not at any time cooperate with the "enemy."

But the thing that attracted our attention most in this interesting letter was this statement: "We are glad to see that the Brotherhood, while married to the right, is keeping handy the phone number of the left." This is apt writing, colorful and pungent, and we consider it a compliment.

We have all kinds of people in our union. We are a cross-section of American people. We have every religion, every race, every political shading represented. The Journal must reflect many points of view. What the Journal tries to do is to winnow hearsay from fact, propaganda from the truth, sheer nonsense from logic, and present a well-rounded picture of American thinking every month to our members. How can we do anything more?



**Other People Strike** During Thanksgiving week when turkeys were short in the market and many families were disappointed in securing their customary Thanksgiving fare, a commentator on the radio reported that one cause of the turkey shortage was a fight between the farmers and commission merchants. The farmer was holding out for a higher price for his turkeys than the commission market could pay or wanted to pay. At any rate the farmers kept the turkeys at home. Of course, this is a kind of strike.

Now it has been also reported in Washington by a radio commentator that one of the causes for the shortage of cigarettes is a contest between the OPA and the tobacco companies. It is charged that the tobacco companies are holding out for one cent a package more on the wholesale price. If this is the case, we have another kind of strike penalizing the consumer.

We merely point out these facts with no particular malice, but to show that other economic groups besides labor resort to withholding of their services when they think they are being treated unjustifiably, but you notice that the newspapers do not bring any severe criticism to bear upon either the farmer or the tobacco companies. In fact the newspapers do not report the cause of the two shortages.

**Horse-and-Buggy Wiring** The electrical industry faces confused policy. A certain section of the industry is moving to vitiate the National Electrical Code by permitting some of the sub-standards developed under war necessity to become an integral part of the peacetime code. Moreover, these people are striving to get the outworn and age-old system of bare neutral as the principal standard of the industry.

At the same time many of these people are talking enthusiastically about the future of the electrical industry; the fact that the industry is the newest and most dynamic of all industries; that the industry is destined to create new frontiers in electronics and electro-chemistry. It never appears to occur to these people that they are inconsistent in advocating a cheap set of standards for an expanding dynamic industry.

It is a fact that wiring is the bottleneck of the industry. You can not have electrical living; you can not have spacious homes with adequate wiring; you can not have wiring that will permit the widespread use of the new electronic machines on a horse-and-buggy basis. What the electrical industry should be doing is creating a new wiring system of manifold character, capable of meeting all the needs of the expanding industry. This wiring system should have unity. It should provide the utmost safety. It should not neglect the esthetic and it should meet

the highest standards of public needs. The electrical industry has been backward in creating such a system and meeting the needs of the public and of the consumer. The industry has dreamed meanly.

The International Brotherhood of Electrical Workers is going to support progress against backwardness. The Brotherhood is going to do all it can, however futilely, to advance the highest and most adequate standards for the entire industry.

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**Reorganization** William Leiserson, an economist who demands respect for his wide experience in the field of labor relations, writes an article in the January issue of the *American* magazine. Mr. Leiserson wants re-examined the whole set-up for labor relations in the Government such as conciliation, mediation and arbitration. He points out that the time has come for another joint conference between Government and labor. He says this about his plan:

"The employer representatives should not be hand-picked by the Government, but should stand for the views of industry as a whole. The labor representatives should include, besides CIO and A. F. of L., representatives of the Railway Brotherhoods and other recognized independent unions.

"Such a conference, it seems to me, might well agree on some such policies as these:

"That workers and employers, in any labor dispute, first make a serious, bona fide effort to resolve their differences by collective bargaining and mutual agreement within a fixed time limit.

"Next that government mediation machinery, now scattered through many agencies, be reorganized and centralized. That arbitration be recognized as a separate function, to be encouraged on a voluntary basis if mediation fails. Any top labor board that is set up should confine itself to recommendations or voluntary arbitration. It should have no mediation functions. Such functions should be the sole responsibility of the Department of Labor. Without going into the details of this, it seems to me that the workable, orderly procedures of the Railway Labor Act could be adapted, with some changes, to the entire field of labor disputes.

"That the administration of economic stabilization be made entirely separate from that of settling labor disputes, so that all workers will get what they are entitled to under stabilization without the necessity of drumming up a dispute or filing applications before a disputes board.

"Above all, clear-cut policies must be laid down, for the war and the postwar emergency period, on those issues which most frequently cause strikes. Two of the most important of these concern wages and union shop."





# WOMAN'S WORK

## HOW ABOUT A BUDGET?

By A WORKER'S WIFE

**T**HE holiday season has come and gone. The gift-buying, the party-giving, the orgy of spending is over and alack and alas, the first-of-the-year bills are beginning to roll in. "Horrors," I can hear my readers say, "what a horrible way to begin the Woman's Page!" But dear ladies, there is the well-known "method in my madness," for our page this month is devoted to budgeting and income management.

Yes, this is the time of year to make a fresh start—it's not too late to make another New Year's resolution—and plan your income and spending budget for the year 1945. Now I know that a shudder often inadvertently creeps over the frame of one thinking about a budget for the first time and there are many who think it merely a modified form of torture whereby one is deprived of all the joy that comes from spending one's hard-earned cash. But actually that is *not* what a budget is. A budget merely enables you to have more of what you want with the *same* amount of money. If your income does not stretch as you would like it to, you can make it more elastic by the right kind of "managing."

### THE PATTERN

The relationship of a budget to successful spending is like a pattern in the making of a dress. It plays the same part as a recipe in the making of a cake.

The intelligent use of a budget helps you to adjust properly the relative proportions that should be spent for rent, food, clothing, medical care, etc.; it will insure a savings of some kind, and worked out carefully and followed, will enable you to live within your income, freeing you from the constant worry of debt. Then because you have decided how and what for and in what amounts your money is to be spent, you'll be surprised at how many of the things you'll be able to get that you've always wanted, because your money has ceased to slip between your fingers in ineffectual dribbles. You'd like to make a down payment on that home of your own; you'd like to take that extended vacation you always dreamed about; you'd like to send Jimmy to college. With correct planning and budgeting these are no longer dreams—they're living possibilities.

### DON'T JUST WISH

A popular writer, Marjorie Hillis, wrote an equally popular book a couple of years back called "Orchids

on Your Budget." In it she said: "... We can think of few things more futile than stewing because one hasn't enough money—or few things about which people do more stewing. ... What most people don't concede is that, with a little planning and a dash of ingenuity, they might have what they want. ... They want orchids on their budgets—but that's as far as they get. This isn't very intelligent, because almost everyone with spirit can wangle an orchid or two and have a lot of fun besides."

Now—how do you go about making up a budget? Well, as far as budgets for individual families go—they're just that—individual and every family must work out its own plan of expenses. The Five-and-Ten-Cent Store and many department and stationery stores sell little budget account books whereby your accounts may be recorded and kept straight. It would be well to purchase one of these to help you keep your record.

### TAKE INVENTORY

The first thing to do in setting up your budget is to take inventory of your finances. Set down your assets (what you own and what is owed to you) and your liabilities (what you owe to others). It is to be hoped, naturally that the assets are substantially greater than the liabilities, but if they are not, you have at least made the first step toward making them so.

Next make up a budget for fixed-annual expenses. Estimate your once-a-year expenses such as taxes, insurance, vacation and Christmas spending. By estimating these expenses you can begin

putting aside so much every payday to take care of them.

The next thing to be worked out is your reserve funds division—your savings. Saving is a first step in planning and so you must decide how much you are going to save before you begin to spend anything. Here again the amount saved must be suited to the individual income. A certain trust company estimated, however, that a family of four with an income of \$1,500 yearly should save 5 per cent of that amount, 10 per cent on a \$2,500 income and 20 per cent on an income of \$5,000.

From here you go on to the expenses of food, shelter, clothing, operating expenses and other expenses.

In planning the food budget, do consider the foods essential for maintenance of health—the milk, citrus fruits, green vegetables, eggs, meat, cereals and bread needed every day.

### CLOTHES PLANNING

With regard to clothing—here employ long-term planning. Arrange your expenditures so that too many heavy expenses do not come in one year. A winter coat one year, a spring coat the next, and a fall suit the third, for instance, will tend to equalize your expenditures. Such a plan will refresh and stimulate your wardrobe and your spirits, too. Plan your basic clothes in neutral colors that you will not tire of and then your accessories may be as bright and colorful as you wish.

Under "operating expenses"—household supplies, equipment and furniture, laundry, carfare, etc., should be included.

Under "other expenses" come health and education expenses, recreation, church, charity, etc.

Here is a suggested budget for a family of four as set forth in one of the little budget books for sale in Woolworth's for ten cents:

Monthly Income	\$125	\$150	\$175	\$200	\$250
Savings or Reserve Fund (Including Life Insurance)					
Taxes, War Bonds, etc.	5	10	20	30	45
Food	55	55	55	55	60
Shelter	35	40	40	45	50
Clothing	15	20	20	25	35
Operating Expenses	10	15	20	25	35
Other Expenses	5	10	20	20	25

From these figures it is plain to be seen that as the income goes up, more should be saved and more also can be allocated to the other funds particularly the "clothing," "operating" and "other expenses" funds.

(Continued on page 34)



Courtesy Modern Science Institute  
CAREFUL PLANNING MAKES PEACEFUL LIVING



# CORRESPONDENCE

**L. U. NO. 1,  
ST. LOUIS, MO.**

*Editor:* Now that we, the people, have spoken at the elec-

tion polls, labor is assured fair treatment for the next four years, but do we deserve it? For example, Mr. Pat Burke, business manager of the Milk Drivers Union, an honest, able and efficient business man, paid the penalty of being outstanding in union affairs. Mr. Burke was a candidate for mayor of this fair city on the same ticket with President Roosevelt. While all national, state and city officers were elected by 40,000 votes, Mr. Burke was defeated by 30,000 votes, a total of 70,000 votes. Won't labor ever wake up?

Local No. B-1 is still doing O.K. in regard to work. All Brothers with bona fide union cards with five or more years good standing are working.

This writer takes this opportunity to wish all members of the Brotherhood a Happy New Year and firm union ideals. This thought goes out to our wonderful young Brothers in the armed services of our country, in which this local has about 450 of its members serving. To say we are proud of them would be an understatement.

We are happy to tell the Brotherhood about a grand old timer who is retiring in January, 1945. He is Brother George Buck, Card No. 238, initiated in 1897. Brother Buck has 47 years' good standing. He was foreman at the World's Fair, 1903-1904, in St. Louis. He is also an inventor, for he had a wall fastener patented and it is on the market as "Any-wall Anchor." If any Brothers are in the market, communicate with George Buck, 5607 Greer Avenue, St. Louis, Missouri. We will miss this good union man very much.

Our bowling league is going along fine, and makes for good fellowship. Frank Adams' Electric team is leading the league. Rick Electric team, of which the writer is a member, won the championship last year, but we are not so hot this season.

Yours for vacations with pay in 1945 for Class A wiremen.

LEE KILLIAN, P. S.

**L. U. NO. 7,  
SPRINGFIELD,  
MASS.**

*Editor:* By the time this letter goes to press, the year 1944 will be at an

end, and it has been a very hard year for some and a very good year for others, for some of the members expect to have their boys home for Christmas and others, like myself, don't know when we will see them again.

Our committee for sending Christmas packages to our boys in service are having a hard time this year finding out the addresses of the boys who are overseas in some out-of-the-way places. However, they are taking a chance and sending the packages, hoping that, with the best of luck, the boys will get them. Some of the members we have not heard from in some time. At every meeting our recording secretary used to have three to six letters to read out to the boys, and we surely were glad to hear from them, and we all hope and pray this will be the last Christmas the boys will be away from us. Many a youngster will miss his daddy away

## READ

Old timer of 47 years standing  
retires, by L. U. No. 1

Pledge of confidence by L. U.  
No. 309

L. U. No. 353 waxes humorous  
Business enterprise by L. U.  
No. 377

L. U. No. 492 has a silver an-  
niversary

An appeal to common sense by  
L. U. No. 611

L. U. No. 887 reports schools  
going well

The good ship I. B. E. W. fares  
away jubilantly on a New Year  
voyage.

from the Christmas tree this year, and there is many a daddy who has not seen his child since he was born. As I said, it will be a very sad Christmas for many of the families.

We are well on our way in the school on electronics, for the members responded very well, and there were so many applicants for the class they had to split the members into two classes, and our Committee on Education has been very lucky in being able to secure two very good teachers, who have teaching school days in our local trade school, to help us in every way to put this class on electronics over in a big way. They have plenty of data to work on, and, with the help of the members and the Committee on Education, we will succeed.

Our Committee on Education did not figure it would be a good idea at this time to send one man out to college and come back to teach, for some of the members we had in mind were working on defense work and found it impossible for them to get away at this time, but we surely appreciate all the data our International Office has given us, and we are always open to hear more news on electronics and any future knowledge our International Office can send us, we surely will appreciate it.

Our members are all getting prepared for the big surprise that will face us in the electrical industry after the war is over. Quite a few of the factories right now are getting ready for the postwar work that will be coming on us in a very short time.

I will close wishing all the membership a very merry Christmas and a very happy New Year.

E. MULLARKEY, P. S.

**L. U. NO. 51,  
SPRINGFIELD, ILL.**

*Editor:* This is the first writing since our reorganization. Our local was formerly under the jurisdiction of L. U. No. 702, with the head office at West Frankfort, Illinois.

This summer, West Frankfort petitioned the International for permission to withdraw and also to retain its charter.

Permission was granted, so that meant a new charter and an election of officers for the new local formed from the remaining part of old No. 702, after West Frankfort withdrew.

Our new local number is No. 51.

In August we held our election of officers, and the following men were elected: Roscoe Tolliver, president; Carlos Smith, vice president; Glen Gilmore, recording secretary; Walter Taylor, treasurer; W. R. Boyd, business manager.

The new organization seems to be functioning in good order. A move has been started to get our new men lined up for some sort of an educational training course for both electric and gas men.

The electric boys are very much interested in the course on electronics at Marquette University, Milwaukee, Wisconsin. We do not yet know where the gas boys fit into this program, but an effort will be made to work out something to benefit all.

A committee has been appointed to investigate the ways and means of educational work, and we all hope something worthwhile develops for all members.

The committee of three are as follows: Walter Taylor, Tiny Tilman and your correspondent, Charles Miller. We all think the educational program sponsored by I. B. E. W. should be a good thing for all members who will take enough interest to get the most out of the opportunity offered.

CHARLES MILLER, P. S.

**L. U. NO. 66,  
HOUSTON, TEXAS**

*Editor:* Despite

the rantings of Senator Pappy O'Daniel and some of our leading newspapers, the people of Texas did it again when they gave President Roosevelt another overwhelming majority; greater, perhaps, than any other state in the Union. It is very encouraging to know that the people are not being misled by some of our newspapers, who give only one side of the story; the side of reactionary big business. Our newspapers tried hard to exert a more powerful influence on public opinion. However, the public has lost confidence in the press, because of its refusal to play fair, and its vicious attacks on anyone who dares to give organized labor a fair break.

After the reception Pappy O'Daniel got in Houston—a chorus of boos and a shower of rotten eggs—and the slap he got at the polls, we are sure we will not be worried by his rantings at organized labor again soon.

Although this election was one of the bitterest, we are sure that the bitterness will be forgotten by most, and that all will unite behind President Roosevelt, not as Democrats or Republicans, but as Americans eager to force this war to a speedy victory.

I have just returned from working on jobs in Albuquerque and Santa Fe, New Mexico, where I found quite a few of our members—Blackie Webster, O. T. Rex, Buddy Compton, and Bill Mouton. I also met a lot of Brothers from different locals and enjoyed the opportunity to work with them.

While construction work in this jurisdiction is very slow, most of our members are work-



ing, thanks to the diligence and hard work of our business manager, A. J. Bannon, and our assistant business manager, Steve Collins, in lining up the REA work in this locality. They have been working hard to get this work for our membership, and we now have quite a few members working on REA at the scale. Also thanks to the boys working on the REA who had proved the business manager's arguments, that union labor is better and less expensive in the long run.

Word has been received that Brother Wilson Oldham, one of our linemen members, is missing in action in France. The membership of B-66 extends its sympathy to his family and hopes that good news will be received soon. B-66 has been enjoying the visits of quite a few of our Brothers in the armed forces, home on leave. Buddy Sissom, Joe Dean, and Bino Division of the Seabees, and Sgt. Jack Flukinger of the Marines are home on furloughs after two years in the Pacific. My brother, O. P. Galloway, and David Pague of the Navy were home on short furloughs. The membership enjoyed their visits as B-66 is really proud of its members in the services. Our honor roll with its 528 stars, represents to us 528 reasons why we should work harder and buy all the bonds we can, so we will win this war and return these boys home to their families and to their jobs.

LUKE GALLOWAY, P. S.

#### L. U. NO. 185, HELENA, MONT.

*Editor:* (Continued from last month.) Mr. James Wilson, Labor Counselor, International Labor Office, Washington, D. C., a former officer of the Pattern Makers' Union and of the A. F. of L. Executive Council, at the opening of the second day's session, gave a vivid description of international labor problems and the functions of the International Labor Organization, which was founded at the suggestion of Samuel Gompers as part of the Treaty of Versailles following the last war. The description of how delegates from many countries, speaking many languages and presenting many viewpoints from labor management and government, arrive at conclusions, even to the perfection of a two-thirds majority vote, was vividly given by Mr. Wilson. Each delegate's desk is equipped with ear phones and a dial for selection of the language he understands. With this device, a speaker may be instantly understood by every delegate regardless of the language he uses, Mr. Wilson said: This procedure indicates the many difficulties which have been overcome to bring about the effective operation of the International Labor Organization, even in wartime. The last meeting was held in May in Philadelphia, with representatives of 40 nations present.

The United States became a member of the I. L. O. in 1934, following a joint resolution of the Congress. The purpose is to promote improved labor standards and social security in all countries, and to eliminate sub-standard conditions which constitute an obstacle to the progress of the nations with the highest standards.

The I. L. O., the permanent secretariat, is a world center of information and research on social and economic problems.

The governing body, the executive council composed of 16 government, eight employer and eight labor delegates, supervises the work of the office.

The International Labor Conference, the world parliament for labor and social conditions, is made up of delegations from the member nations. Each country sends four representatives to the annual meeting; two government, one employer and one labor.

The standards set by the organization are in the form of special international treaties called conventions. A two-thirds majority of



the conference is required for their adoption. These decisions of the conference are not automatically binding, but must be submitted to the legislatures of the member nations for ratification. When ratified, a convention must be applied and an annual report of its application made to the I. L. O. The conference also adopts recommendations on social and economic policies.

Since 1919, the conference has passed 67 conventions. These have received a total of 884 ratifications in more than 50 countries. Six have been ratified by the United States. The conventions deal with employment, hours of work, paid vacations, the protection of women and children, prevention of and compensation for industrial accidents, colonial labor problems, conditions of seamen and social security.

Mr. Ervin R. Kuenzli, secretary of the American Federation of Teachers, came from his home office in Chicago to attend the Institute. His address called attention to the nation-wide drive against labor now brewing and patterned after the anti-union activities which followed the last war. He mentioned such men as Kaltenborn, Pegler and Rickenbacker and the National Association of Manufacturers as carrying on particularly harsh attacks against organized labor, and he called attention to the insidious methods being used to propagandize teachers, ministers and members of the armed forces.

To counteract such work on the part of labor baiters, Mr. Kuenzli urged the organizing of teachers under the banner of the American Federation of Teachers, that the teachers themselves, by direct association with

#### NOTICE

Electrical Workers of the Brotherhood have been locked out of the Gibbs Shipyard for refusing a wage reduction. We are requesting all members of the Brotherhood to stay away from this job.

C. G. SMITH,  
Business Manager, L. U. 177,  
Jacksonville, Florida.

#### NOTICE

We regret to inform our members that No. 8 on our Jewelry List, 10-kt. Gold Button Rolled Gold Tie Clasp, is no longer available since the supply has been exhausted and it is impossible to reorder at present.

organized labor, may learn the true facts of the great services labor unions have rendered to the cause of free schools, job protection for teachers, legislation against child labor, etc.

The problems of war veterans were discussed by two speakers at the Institute, Lieut. Col. H. A. Shuder, director of education, U. S. Disciplinary Barracks at Fort Missoula, speaking on "Vocational Education and Rehabilitation of Returning Veterans," and R. B. Downs, veterans' employment representative of the War Manpower Commission in Montana, spoke on "The Returning Veteran and Full Employment Plans."

Col. Shuder stated that all America is suffering from malnutrition on understanding what society is all about. This situation is one which will tend to increase the social shock when veterans are endeavoring to readjust themselves to civilian life. Col. Shuder declared. He urged that unions, and all groups and agencies dealing with veterans' problems, bear in mind that the difficulties of readjustment to civilian life after the discipline of the armed services, as well as the harsh experiences of actual combat, present very complicated problems and should not be treated hastily. He outlined, in some detail, recent Federal legislation designed to provide returning veterans with proper care, finances, job training and education.

Dr. Melby, president of Montana State University, and all the faculty present were very gracious, sympathetic and cooperative.

Dr. John D. Conners, director of the Workers' Education Bureau of America, conducted the institute (if your union is not affiliated it should be), and the Montana State Federation of Labor, with James Graham as president, sponsored the institute. Executive Board Member S. H. Riven and Mary McNelis, chairman of the Education Committee of the Montana Federation of Labor, with Lucille Speer, vice chairman and secretary of the Institute Committee, were the wheelhorses that coordinated and assured the success of this first venture in Montana.

Mr. Perry Melton, editor of the Treasure State Labor Journal, of Kalispell, assisted all in compilation of notes and with a special issue of this organ covering the Institute in an excellent manner. The writer is indebted to him and the Journal for their assistance. You or your local will never regret a subscription.

The gist of the Institute is that the rank and file of labor is all too indifferent and inaccurately informed. Too often we do not even read the magazines or organs of our own organization. We are either not informed or misinformed. We are either too hasty to condemn our leaders or those in a position to know, or too weak to speak up in our own behalf in our social intercourse. We need adult education. The kept press bombards us with so much propaganda the real issues are lost in the fog, we tire of it all and refuse to think. We then let George do it, and then we find there are too few Georges.

Your State Federation of Labor, building councils and trade assemblies carry on through fair and foul weather. If you don't feel you can be active, at least join and lend them your financial support, especially your state federation, which, in the last few sessions in Montana, saved all labor about three per cent in state labor taxes.

As the old ducky said as he ordered the church collection to be taken up: "The gospel is free, but you have to pay for the piping."

W. L. HALPINE, P. S.

L. U. NO. 193. *Editor:* November  
SPRINGFIELD, ILL. ber is nearly gone  
and our membership  
are all working. There are a few out of town  
yet; a little over 10 per cent are working for



Uncle Sam in all parts of the world, and as yet they are all on their feet and going strong. We hope they all come back "O. K." and in one piece.

Brother J. W. Terryell, formerly of L. U. No. 211, has left our jurisdiction to accept other employment with Emerson Comstock Co., Inc., after a stay of about four months.

Just a reminder that in about three months after you read this Old Man Internal Revenue will be looking for the balance of your income tax. You have enjoyed the income, now scrape up the tax or else.

That's all.

HOWARD H. WEAVER, P. S.

L. U. NO. 200, ANACONDA, MONT. Editor: Local Union No. 200 met the other evening.

During the meeting there was a very one-sided discussion on the last general election of November 7. It was unanimously suggested that we let the other Brothers know, through the WORKER, how we feel about the many things that were done in connection with the last election. It was brought out that the reactionary elements in our state (and in other states) used some of the editorials in the A. F. of L papers as paid advertisements against President Roosevelt and the other friends of labor in the daily and weekly papers here in Montana. It was brought out that the A. F. of L. officialdom, in most cases was continuously "sniping" at the efforts of the P. A. C., and thought of no other name to call these persons other than "communistic" or "fellow travellers."

A number of critics quoted Samuel Gompers and the policy outlined at his time. They failed to state that such a program brought out the chaos of 1918, and the progressive Woodrow Wilson got a reactionary Republican Congress which opposed him at every turn of the road on the Peace Conference at Versailles. Perhaps all of the people are short-sighted and ignorant, but, in all fairness, it must be conceded that the P. A. C. was very instrumental in electing a number of friends of labor, including Franklin D. Roosevelt for President. Samuel Gompers was a great man, but his non-partisan policy was not militant enough. If it had been, perhaps we would not be now again in a war against aggressor nations.

Are we of the A. F. of L. like those of the Spanish Inquisition, or perhaps Cromwell? Do we believe that it is patriotic and good for the unions to oppose on principle all of those that do not see eye-to-eye with us in the labor movement? Would we rather have the unions of the A. F. of L. play into the hands of the Chambers of Commerce than the P. A. C. because the P. A. C. does not believe in our principle of trade unionism as against industrial unionism to which the C. I. O. is basically pledged?

You do not find the various opposition groups split up like we of the labor groups are. We of the Electrical Workers here do not fight the C. I. O. union. In fact, we find that they are very good to cooperate with us. In our wage scale conference with the companies, we always try to go along with them, and find it a profitable thing to do. In contrast with our Metal Trades groups, which we don't trust too much since what happened in 1934, we find that cooperation is profitable.

In other words, we want to let all of the Brothers know that we don't like the tactics of our officials in this election. Further, we don't like the continuation of this eternal "sniping." We feel that if this continues we are hurting ourselves at a time when we are in need of a united effort among all labor groups. When the war is over, we are going to need that cooperation even more. We are a very small group here, but I am sending

this out in the hope that perhaps we might be voicing the thought of the majority of the Electrical Workers. Our thought is: "Cut out this dissension in the labor movement! Cooperate now! If our officers do not agree with cooperating with the other groups, let us get those who will."

M. J. MEE, P. S.

L. U. NO. 245, TOLEDO, OHIO

Editor: Toledo is in the grip of the holiday season and most of us are making some effort to enter into the usual spirit of the time. Christmas for some of us was months ago, when we tried to reach out to our men and women in the services and hand a bit of home to

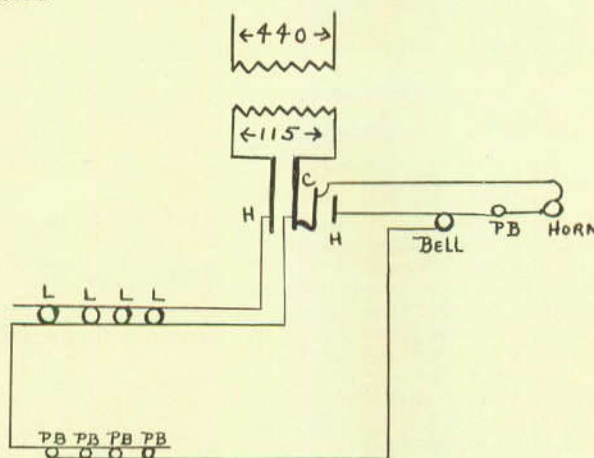
them. Some are more fortunate and can look forward to the coming year with hope. To most of us the usual festive season has been a dull one, for we cannot enjoy the good things of this America fully while our loved ones are fighting for our liberties and our national life, and are so far from home. Christmas must have been a difficult day for them, made bearable only by their hopes and prayers. No doubt they felt that Gethsemane was at hand for many of them if not the hill of Golgotha.

The many, sacrificed upon the fiery altar of Mars, are paying a ransom for us, a terrific price. With God's grace, we can be worthy of their sacrifice and oblation.

News is not at hand, not because it is

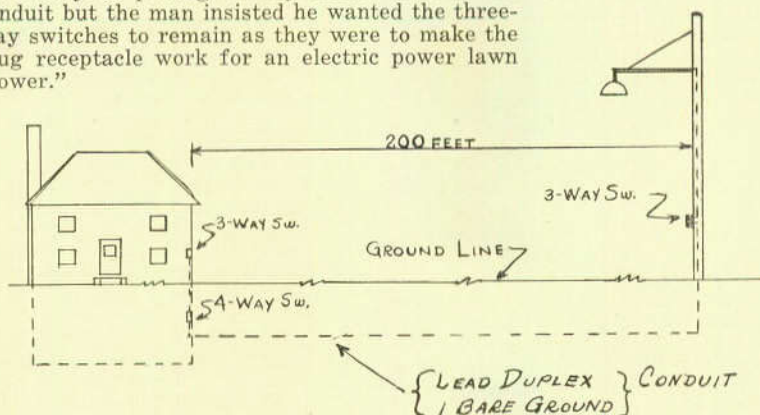
## Can You Do It?

What's the matter Brothers? Was the problem of Brother B. Campos of Local Union No. 130, New Orleans too hard for you? We didn't get a single solution for it.\* Below is Brother Campos' own solution which accompanied the problem. He says, "This solution which we used would be of no use in ordinary installations but in certain industrial applications would be very useful."



This month our problem comes from Brother H. J. Johnston, superintendent of the Brit Equipment Company, and a member of Local Union No. 5, Pittsburgh, Pennsylvania.

He says, "I am enclosing herewith a sketch of a job when I was asked to install a receptacle on the pole shown in the drawing. There was no possibility of pulling in any more wires in the conduit but the man insisted he wanted the three-way switches to remain as they were to make the plug receptacle work for an electric power lawn mower."



Brother Johnston said he had a lot of fun planning and hooking it up. Can you do it?

\* We take it all back. Just as the Journal went to press we received answers from the Electricians' Apprentice Class, Fontana Dam, North Carolina; from Brother Paul Levi of L. U. No. 51, Lincoln, Nebraska, and Brother Raymond Kramer of L. U. No. 16, Evansville, Indiana.



scarce, but because each employee, knowing the other fellow has his worries and sorrows, is not tempted to gripe aloud about fate. We should take our cue from G. I. Joe and see it through.

Congratulations to the originator of the news board at Acme Station. Orchids to the girls of Acme who keep it posted and up to date. Over 50 names and many fine photos are on display of "our own gang." Give a look in the turbine room.

Several Edison fellows are now out of the armed services and back in civies, yet are on Uncle Sam's payroll, doing special work, for which they desire no mention.

If you have any spare copies of "Yank" or other overseas paper, please send them to me. They should be read by all of us, that we may better understand Joe's job now and his attitude toward it.

With a sincere wish that 1945 will bring the fulfillment of your fondest dream!

D. D. DETROW, P. S.

#### L. U. NO. 309, EAST ST. LOUIS, ILL.

*Editor:* For the first time in our history, we have chosen, for the fourth consecutive time, Franklin Delano Roosevelt as President of the United States. We, likewise, as before, have the same high honor of pledging our loyalty, our lives and our earnings to our great and beloved President, Franklin Delano Roosevelt, whom we all know as a great and noble leader and benefactor for all true American people. We look forward to having the same splendid understanding and unity which we have had in past years.

Our organization has complied with the wishes of the International. We feel that Brother G. M. Bugnizet's plan for a school on Electronics is one of utmost importance. Our president, George Viner, appointed a committee to select two men from our organization to be sent to the I. B. E. W. Electronics School. Those selected to attend school were Brother A. P. Dohle and Brother A. R. Dixon. Our president, George Viner, is very much interested in electronics, and has at this time contacted Westinghouse for an electronics instructor for a school to be set up in our organization. The electronics committee appointed by President Viner consists of F. Halasey, S. Shea and W. Neville. The committee will arrange the nights and hours of the class. Up to date, we have 85 enrollments, and all others who wish to attend please contact committee members.

We are proud to welcome Brother Chester Couch back to East St. Louis. Brother Couch has spent several years as a civilian aviation instructor for the United States Army.

We welcome Brother James Roebach home after spending some time in Iran. We hope that his health keeps improving.

Address of:

Brother Emmett J. Boismenu, EM 2/c, U. S. A. B. S. D. 5, Sec. 36, care Fleet P. O., New York.

Brother Boismenu is in a repair unit in the Navy. He sometimes works long hours, but is very happy with his work because he is still in this country and can spend some time with his charming wife. Brother Boismenu said he was hoping to get home in time to see Brother Johnny Burns, who is also on leave from the Navy.

OLIVER BROWN, P. S.

#### L. U. NO. 353, TORONTO, ONT.

*Editor:* The close of the year 1944 finds Local Union 353 still plugging along, with the faithful few attending the meetings and planning for the postwar era. Our electronic course at the university is a success, in fact, so successful

## ★ ★ ★ ★ ★ ★ ★ In Line of Duty



L. U. No. 52 of Newark, New Jersey, has sent us the above picture of their Brother-member, Pfc. Fred A. Ward, who was killed in action in France on September 11.

Brother Ward entered the service last February and received his basic training at Camp Croft, South Carolina. He was sent overseas in July.

Brother Ward is survived by his wife and his son, Robert Allen, his mother and two brothers, also in service—Lt. Paul A. Ward, now serving in France, and Chaplain Arthur B. Ward, not yet assigned to permanent duty.

L. U. No. 52, and indeed the entire Brotherhood, deeply regret the loss of this fine young member, but feel a sense of deep pride in his courageous death in the service of our country.

It has become necessary for the "atom committee" to arrange for another course of 12 lessons to commence on January 10, 1945. There are 70 members enrolled at the time of writing, so, by the time the class starts, there may be an overflow again. Just in passing, I notice the attendance at the current class is quite a bit larger than that of our meetings, but don't forget, my little chums, after you get your head full of vacuums and space charges, come on down and help us find a place for you to use this knowledge.

Just to show our wives that we have not forgotten them, we are having a dance at the Royal York Hotel on January 19, 1945. The committee under Johnny Hughson is at present working "feverishly" on the details.

The 60th Annual Convention of the Trades and Labor Congress of Canada was held in this city, and we had the opportunity of meeting some new acquaintances along with the old ones, like George Melvin, of St. John, New Brunswick; Oscar Boyer, of Montreal; George Hope, Al. Robinson and Henry Amernite, of Windsor; Fred Keeley, of Winnipeg; Jack Ross and Brother Peck, of Vancouver. International Vice President Ingles and Bor-

den Cochrane, Nig Tracy and George Melvin distinguished themselves on various committees that helped expedite the work of over 700 delegates.

The JOURNAL, during its existence, has helped many local unions and individual members to a better grasp of current events. Its feature articles are always worth reading; its comments by various International Officers, while not always agreeable, are clear and to the point; the brain teasers on the wiring problems help to while away the evenings, and the Women's Page, I hope, is a help to the ladies. It is this Women's Page I would like to comment on.

Why is it, with the rest of the JOURNAL devoted to men's work, some misguided male has got to poke his nose into the cookery recipes? Brother Doug Morris' ability as an electrician or a technician I am not in a position to question—but as a cook, definitely no! He undertook to make some cookies. Armed with a recipe from last month's issue and the necessary ingredients, plus a lot of nerve and ration coupons, he concocted a mixture that turned out like an old beat-up gramophone record only thicker and not so big around. Of course, how much plaster paris or glue he used is none of my business, but, when he demanded that I, in my position as local representative of the JOURNAL, taste this sinker, I think that is going too far, and when I get my teeth back from the welders I shall tell him so.

This brings us to the close of this letter, and also of the year 1944, so best wishes of the officers and members of Local Union 353 to every other member of the Brotherhood for a very Happy and Victorious New Year.

J. NUTLAND, P. S.

#### L. U. NO. 377, LYNN, MASS.

*Editor:* We, as the biggest little local in the good old U. S. A. (and we're proud to feel this way), have had accepted officially our unemployment dues fund. After two or more notified clam bakes, we at last baked a big cake, and, after taking the shells out of a few nuts and extracting a sour grape we had ourselves, the rough assessment, of course, a law which assures us of our cards and standing come dull periods again, without that big debt and unassurance of the last depression. I think all the boys feel very confident and relieved now that it is settled. The same feeling, more or less, as having a paid-up insurance policy.

Through the efforts of our worthy business manager, we are keeping up with the advisements of our International Officers and the times, as we have in attendance about 45 members from Lynn and Salem and some Lynn contractors going to our electronic school held in one of our local high schools. It is run by the North Eastern University through government expense. We have a practical instructor, a young fellow named Mr. Kimball, who really knows his stuff. Our course runs to 96 hours—at present three hours one night a week. We know now that no member can overlook this fundamental progress.

We also have our welding division under way, which won't hurt our business a bit, as we have had added to our agreements that all welding of electrical equipment and construction be done by qualified electricians.

Another suggestive item of which we approved is that some time ago we sent out a solicitation on an official letterhead of our international organization paper to all business establishments in our jurisdiction, personally addressed in handwriting, asking for their work. The results were very successful and gratifying, as we gathered in 30 per cent more of the trade and closing up the area to at least 80 per cent. It also brought our



contractors at least \$12,000 more business, of which we naturally got a part in labor. For an investment of about \$30 and a lot of writing time on our part, the expense being shared by said contractors, it proved a very good idea. In fact, we have just voted to send out another batch of letters to go after the other 20 per cent.

As I am writing on Thanksgiving Day, this report will probably not reach the press until after the first of the year, so, we here in the biggest little local in the states, want to express our very best wishes to you and all the members in the Brotherhood for a peaceful, prosperous and cooperative year.

DON PENDLETON, P. S.

**L. U. NO. 409, WINNIPEG, CAN.** Editor: In my last letter to the JOURNAL, I promised

to give an account of the convention, or, to be more correct, conventions, held in Winnipeg in September last.

It seemed a good idea at the time, but, after listening to the many reports with their many resolutions, the thought occurred to me, who would be interested in reading resolutions? What the members want—those vitally interested members—is the action taken on those resolutions after they are presented to management; then, again, those vitally interested in the resolutions have listened to the report anyway, so why go over that again? Suffice it to say, that our delegates did an excellent job.

Regional Council No. 2 Convention was held first, with Brother H. D. Wilson, Western Region assistant general chairman, looking after our interests.

Division No. 4 Convention was held immediately after the former, in which Brothers G. Watkins and J. Young presented our viewpoint. The reports of these two meetings were clear and concise, and we felt assured that the delegates spared no effort in getting their point home.

System Federation No. 11 Convention concluded the business of the week, in which the chairman, vice chairman and secretary-treasurer were, respectively, W. H. C. Logan, machinist; T. H. Lindsay, carman; H. D. Wilson, electrician.

Union meetings usually are dull affairs. We who attend regularly admit that may be so once in a while, but they are not always dull affairs as the once-in-a-while, or especially the non-attender, are perfectly sure about.

Interesting topics interspersed with lively debates break the dull monotony occasionally, and another thing that injects pleasure are friends and visitors from other locals, and especially so when a visitor is in the blue uniform of the Royal Canadian Navy. Yes, Brother Smith, E. A. examining officer from Halifax, gave us an interesting talk on his work as far as regulations would permit. Brother Smith was formerly journeyman electrician at C. P. R. Weston Shops, Winnipeg.

At our November meeting, our worthy financial secretary, Brother George Watkins, reported he had eight applications for initiation, and this makes L. U. No. 409, 100 per cent strong. This is as it should be at all times, and with all classes of workers, too. Then labor really could be represented in the affairs of the country as we understand it is in the Antipodes, and not as it is in North America, a poor Brother, with cap in hand, accepting meekly what the fat capitalist feels like handing to him. I hope this does not apply too strongly to you Brothers south of the line, but for us it has been this way since confederation, and our only bright gleam on the horizon right now is that

## ★ ★ ★ ★ ★ ★ ★ ★ Brother Pays Tribute



Above is a picture of Chief Electrician's Mate Allan Pultz, who was the recording secretary of L. U. No. 6, San Francisco, California, before he enlisted in the Seabees, December 18, 1942, standing beside the grave of his buddy, Harold E. Lupton, who was an active member of Local 34 of Peoria, Illinois, prior to entering service. Harold was wounded in the invasion of the Marshalls and died at Maui on March 25, 1944.

Allan and Harold, Brother-members of the I. B. E. W., were shipmates and buddies and here Allan is shown paying his final tribute to the memory of a Brother who died bravely in the service of his country.

the province of Saskatchewan has started a radical change by throwing the old line party out in no uncertain way and electing a government favorable to labor. This can be repeated throughout Canada if—and here is the \$64 question—if the workers use their ballots intelligently. The chance may come sooner than many might expect, now that the hornet's nest has been stirred up over the zombie question.

But I am digressing—back now to our lodge meeting, where the sick committee's report is now being heard. Brother Porteous is out of the hospital and is well on the road to recovery after his accident. No improvement in Brother Fleck's condition was reported. Brother Nobes is back in Deer Lodge hospital. Brother Avery is improving from his stomach ailment. Brother Strange has been off from work a month with lethal gas poisoning, presumably inhaled from his elevated position at his work, it was reported. He is improving. Speedy recovery to all these Brothers.

Now comes an event, a pleasing ceremony mingled with regrets—pleasing because we witnessed, as well as took part, in a presentation to our retiring Brother, Harry R. Parker, and regrets because he is leaving us as a work mate. Brother Parker has piled up an enviable record of 55 years in harness, 50 of these years in the trade union movement. He started his apprenticeship in November, 1889, and five years later became a member

of the Scientific Instrument Makers' Union, and remained in that organization for 18 years, during which time he gained experience at the Royal Observatory, Greenwich, the Royal Arsenal, and the following firms: Troughton and Simms, Stanley Brothers, E. R. Watts and Cary and Porter. Coming to Canada in 1910, he worked for Winnipeg City Hydro until February, 1916, when he entered the services of the C. N. R. Harry was a charter member of L. U. 409, and its first financial secretary.

On retiring from the Transcona shops, his work mates presented him with a timely gift—and the Goodwill Association of the motive power department a check.

As the season of goodwill approaches, Local 409 sends its good wishes for Christmas, and hopes for a lasting peace in the coming year.

R. J. GANT, P. S.

**L. U. NO. 492, MONTREAL, QUE.** Editor: Local 492 celebrated in November in a fitting

manner its "Silver Jubilee" with a dinner-dance at the "Cercle Universitaire," Montreal, when members and their wives and guests sat down to a sumptuous repast and listened to Mr. Paul Fournier, president of the Montreal Trades and Labor Council, who brought greetings from his body and wished us the best for the future. The Quebec Hydro Commission was represented by Commissioner Letrielle, who paid us a graceful tribute by his presence, and pointed out recent negotiations had culminated in the signing of an agreement of which we could be proud, and asked employees of the commission to be loyal to the commission and patient in all their contacts with the public as, in the final analysis, we were really public servants and it was in our best interests to always act as such in the true sense of the word.

The gathering was welcomed in a few well chosen words by our genial vice president, Brother Pete Lelievre, in French and English. Then the chairman, Brother H. M. Nevison, reviewed the history of the local and compared conditions 25 years ago with the present day and outlined the hopes and aims of the local for the future. He also pointed out that in Quebec, with its preponderance of hydro-electric power and under a regime of a state-owned hydro company, we could look forward to the future with confidence and high hopes. He closed his remarks by asking employees and their wives to speak well of "The Hydro" on every possible occasion, as it was evident that, under the new management, we were going to have an opportunity to live, prosper and grow according to our abilities and efforts.

After dinner was over, dancing continued until the "wee small hours," and the evening was a thorough success, due to the efforts of the committee, who included our treasurer, Frank Worrall, our secretary, Tom Kenny, and Messrs. Gannon, Dixon, Deserre, Marineau and others.—*Sanquhar*.

H. M. NEVISON,  
President.

**L. U. NO. 512, GRAND FALLS, NEWFOUNDLAND** Editor: The following letter, with an "extra special"

gift of smokes, has gone to each individual member of our local during the holiday season:

"Hi, ya, boys! Once again as the festive season of Christmas approaches, we, your Brothers on the home front, renew once more our pledges of the past to our Brothers in all branches of H. M. Services, conveying to each of you, from the innermost depths of our hearts, the season's greetings. We at home have great cause to rejoice on this





Front row, left to right: Vernon H. Knickerbocker, EM3c—L. U. No. 18; J. W. Babin, EM3c—L. U. No. 995; Harold M. Fry, CEM—L. U. No. 50; J. M. Phillips, CEM—L. U. No. 1; Henry Roberti, Ch. W. O.—L. U. No. 224; D. W. Baldwin, CEM—L. U. No. 702; C. E. Singular, CEM—L. U. No. 77; Richard W. Scheetz, Flc—L. U. No. 48; D. E. Duggan, Jr., EM2c—L. U. No. 1325.

Second row, left to right: Dominick Anthony Carlucci, EM2c—L. U. No. 37; Herbert William Cullis, EM2c—L. U. No. 614; Francis

H. Willman, EM3c—L. U. No. 520; Jack Matern, EM2c—L. U. No. 143; Thomas J. Hogan, EM1c—L. U. No. 418; Albert Pullman Cobb, Jr., EM1c—L. U. No. 794; Raymond H. Carr, EM3c—L. U. No. 70; Max W. Reed, EM3c—L. U. No. 95; William George Stricker, EM3c—L. U. No. 211.

Back row, left to right: Murdoch T. MacPherson, EM3c—L. U. No. 277; Walter Byron Hewitt, EM3c—L. U. No. 697; Kenneth R. Anderson, EM1c—L. U. No. 1; Carl H. Breuninger, EM2c—L. U. No. 3.

Members of the International Brotherhood of Electrical Workers of a Navy Seabee battalion at an advanced Naval base in the South Pacific.

Their work includes: pole linework, wiring for light and power, motor repairing, installing and operating generators, movies, telephone and the neces-

sary installation for other units to operate.

We are indebted to Brother Kenneth R. Anderson of L. U. No. 1, St. Louis, Missouri, for sending us the above picture and we are proud indeed to have so many of our members in a single unit doing a "swell" job "over there."

Christmas of 1944 at the great success of all the Allied armies, in which you are playing a very important part.

"It is no sacred pretense or idle boast to say to each of you that L. U. No. 512, I. B. E. W., pledges itself to stand by you to the end, not only in the field of battle but until such time as by the providence of Almighty God you are repatriated to home and loved ones and re-established in civilian life. On our Christmas letter to you last year, we expressed the hope that before Christmas, 1944, we would have the pleasure of welcoming you home as victors in the great struggle. Fate, however, has willed otherwise, but, thank God, the situation today is the brightest yet in the grim struggle for our arms, with the enemy on the defensive, yes, and on the run also in practically all theatres of war. We are thrilled at the good news, and filled with pride and admiration at the splendid contribution that you, together with all our boys from Grand Falls, are making toward hastening the day of victory. Consequently, our hopes are exceedingly high at the moment that, long ere the advent of another Christmas, ours will be the joy of welcoming you home and doing you honor.

"This letter, perhaps, would not be complete without giving you a little data on the activities of your union during the present year. As you well know, good old 512 has taken second place to none since its inception.

"We were very successful at the wage conference this year in having many adjustments made that were long overdue, together with obtaining worthwhile concessions. At the Labor Day celebration, the union again played its full part, as it had always done. Brother H. Noel was chairman of the Labor

Day Committee, and, with his usual enthusiasm and progressiveness, success was assured and a splendid job done. Brother George Allen was one of the set speakers in the capacity of fourth vice president of the Newfoundland Federation of Labor, to which he had recently been appointed.

"Mr. Humphrey, president of the Anglo-Newfoundland Development Company, Limited, in his address, assured all that the pension scheme for employees was receiving their closest attention, and would possibly become an accomplished fact at the cessation of hostilities. District Magistrate Hollett also gave a very fine address.

"Without stressing the point further, you will see that your old union was well represented and pulled its full weight. Our thoughts on the occasion were a mixture of sadness and joy. Sadness at missing your happy faces from the ranks, some, alas, gone forever, having paid the price of empire, and joy in the thought that, through your heroic efforts and sacrifice, in cooperation with all the Allied forces, it was possible for us to hold the annual celebration in peace and comparative safety.

"Local 512 has consistently shown its progressiveness, not only in matters affecting its membership but in all worthwhile endeavors for the betterment of community life and spirit, and we endeavor to maintain that reputation.

"Likewise, at the eighth annual convention of the Newfoundland Federation of Labor, held in St. John's in August past, where the larger issues affecting social and labor problems on a country-wide scale are debated and solutions sought, your union was well represented through Delegate Brother Ron Griffin.

Present also were Brothers Jack Scott and George Allen, giving your union a very strong voice in support of vital issues. Progressive, eh?

"In recording progress and advancement, however, we are also conscious of reverses and losses. We lost the services of Brother Tom Colford, who was forced to retire because of ill health. On September 24, Brother Esau Burton died suddenly in the mill after punching in and reporting for duty. A short time ago, Brother Ron Sullivan suffered the loss of his dear wife, who passed away at St. John's, where she sought medical aid. And so the wheel goes round and cycles follow in sequence. Advancement and progress, then reverses and losses. Such is life, however, in the realm of men and matters.

"Turning our thoughts to the lighter issues for a moment, we would say that for the past few years we have become accustomed to hearing odd and peculiar names being given to many items, both liquid and staple, placed on the market for human consumption. The latest, however, seems to be that of "pasteurized beer." Seeing this in print a short time ago, it so tickled our fancy that we quote it here verbatim for your amusement or otherwise.

"Leighton Buzzard, England. Rev. S. J. Forrest, Vicar of Leighton Buzzard, was inspired to poetry when he read that pasteurized beer is in use, and wrote in his parish magazine a poem ending thus:

"So who to the toast and the wassail is prone,  
May drink others' health without risking his own;

And timorous toppers imbibe without fear,  
Their sterilized, peptonized, iodized, humanized,  
Vitaminiferous, pasteurized beer.

"So, there you are, boys, you get it as we got it, but we are wondering if you have sampled it as yet or not? To our way of thinking, however, that, and the Christmas smokes that it is our privilege and pleasure to again forward to you, would be a rather mild combination for use at festivities, would it not? Liquid refreshment of a little coarser texture that would put a twinkle in the eye, sharpen the appetite and put an edge on the nerves (together with the smokes), may, perhaps, be much more palatable, if not preferable, to quicken the spirit and enhance the pleasure of a yuletide festival if, when and where it may occur.

"In this turning from the grave to the gay, we ask you to accept it in the spirit in which it is given, realizing that a little nonsense now and then is relished by the best of men.

"In conclusion, we extend to you all, the old, old wish of a bright and happy Christmas, having in mind, however, to what extent the exigencies of war will permit this, and assure you that our thoughts will be of you during the happy season.

"With victory perched on your shoulders, we again renew the hope of your being here next yuletide under the crisp, clear Newfoundland moon as it looks over the glistening snow of a real season of peace and good cheer.

"On behalf of Local 512, we close with a 'cheerio' and good luck to you all."

GEORGE C. ALLEN, P. S.

L. U. NO. 611,  
ALBUQUERQUE,  
N. M.

Editor: In the following letter, the writer does not recognize any of the differences or animosities, whether trumped up, imaginary or real, between the various labor unions of our country, and, in referring to labor, we mean all of labor.



Never before was a presidential candidate so strongly supported by organized labor as was Mr. Roosevelt in the recent election. It is generally conceded that labor had a great part in electing the president, and that places more responsibility on labor. The way the unions use the power and prestige that go with being on the winning side will determine whether or not they can hold that power. If they use their influence in a selfish way, to get every dime they can, regardless of how it affects the rest of society; if they disrupt production through jurisdictional disputes or do things that could easily be avoided and that will inconvenience or aggravate their employers, they are laying up trouble for themselves and for their friends.

For those skilled crafts that are now making top wages it is not wise to be expecting more—when, to a great extent, it must eventually come out of the pockets of the underpaid. Such is not in keeping with a balanced economy. When a grocery clerk earning 40 cents per hour must pay a plumber \$2.00 per hour, it breeds hard feelings.

Hotel and restaurant employees in a southwestern town who were receiving starvation wages formed a union, and, in trying to force recognition, went on a strike. The business men formed a mob and ran the strikers out of town and the other unions did nothing about it. These are examples of many such cases that show a weakness in the unions.

Any organized movement gains popularity and power to a great extent by the degree to which it benefits the greatest number of people.

The strong, well-paid unions should get behind the weaker unions and help the unorganized to get organized. Work a vigorous and militant boycott against any opposition. All workers, through our help and through their unions, should and can get what the government holds to be a minimum wage of 50 cents per hour. At present, unorganized labor in Albuquerque gets as low as 21 cents per hour, and 30 to 40 cents per hour is common for experienced help in stores, hotels and restaurants. These underpaid people are our brother and sister American workers. Our unions cannot be as strong and safe while such conditions exist.

To some extent, wages are set by comparison. The unorganized receive more because of the higher wages of the organized, but the rule works both ways, and, as long as the unorganized receive starvation wages, the wages of the organized will seem exorbitant to many people. Such extreme differences in wages will naturally invite employers to favor non-union labor.

By helping the underpaid we help ourselves!

JAMES MERRIFIELD, P. S.

**L. U. NO. 665, LANSING, MICH.** *Editor:* Well, after much hounding about getting a note

in the JOURNAL (I believe it has been better than a year), I was "rewarded" with the job of press secretary by our worthy president, and will try to do the job to the best of my ability.

Well, to you Brothers away from home, the officers of the local—Brothers Al Wright, president; A. Johnson, vice president; J. Beckwith, recording secretary; F. Davidson, treasurer; G. Copp, financial secretary, and F. Coryell, our new business agent—are all about the same. There are a few new faces on our "E" board.

L. U. 665 is taking a real interest in the Electronics School at Milwaukee, Wisconsin, and has delegated Brother G. Copp to attend the classes. While we are on the subject of electronics, Michigan State College is conducting a 16-week course in electronics, and

the I. B. E. W. is well represented. The class is open to the public.

Things are again getting back to normal, as most jobs are on eight hours per day. L. U. 665 is grateful for the fine bunch of Brothers who have been working in our midst for the past year.

I see that labor has again succeeded in putting Franklin D. Roosevelt in as President of the United States of America. We most certainly wish him all the luck in the world.

We would like at this time to extend a cheery greeting to Brothers N. Richards in Florida, R. Hall in Texas, E. Hunsacker in Pearl Harbor, and to all our boys in the service.

With a "Merry Christmas" and "a Prosperous New Year" to all, I will end this first attempt.

E. COWDRY, P. S.

**L. U. NO. 697, GARY-HAMMOND, IND.** *Editor:* L. U. 697 is adopting the group insurance and hospitalization plan, which we believe is a most necessary thing for men of our craft to have.

We never know when accident, sickness or the grim reaper may strike, and this insurance is a grand idea.

I believe that all locals in the I. B. E. W. should adopt it.

Brother C. Schoop, mouthpiece of our insurance committee, gave a most enlightening discourse on the merits of this insurance at our meeting of November 27.

Our 25-year members are organizing a "Twenty-Five Year Club" in Local 697, for purposes of social and fraternal activities.

Local 697 has taken steps to protect the jobs of our fine young men now in the armed forces of the nation.

If these boys risk their lives to protect our nation and ourselves, the least that we can do is to see that their jobs are here for them when they return.

By this assurance to them, we can ease their minds of economic worry while they are out there fighting for us! We know that no finer group of young men from any I. B. E. W. local has gone into the armed forces than the clean-cut, intelligent fellows of our local. They are outstanding young

Americans, of whom we are all very proud, and we sincerely hope that there will be no gold stars hanging in any of their homes before the war is ended.

I read that nearly all of the isolationist, reactionary and obstructionist Congressmen and Senators were put on the skids by the American voting public.

I wonder what is wrong with so many old men in Congress and Senate that they are mentally living in a past reactionary age?

Seems that when a man in public life starts to age that his mind closes up like a clam shell and he is no more receptive to progressive ideas.

I think the American public certainly did a good job in putting these old fossils on the shelf for all time.

Wonder how the Hearst and McCormick crowds like the results of the election?

H. B. FELTWELL, P. S.

**L. U. NO. 728, FORT LAUDERDALE, FLA.** *Editor:* In my letter to the October JOURNAL, I prophesied that, unless the

unions fought harder to defeat our anti-closed-shop bill in Florida than they had up to that time, we would get the pants whipped off us. Well, they fought a little harder the last 30 days before election, but we got whipped just the same.

The irony of our defeat is that there was no reason for us to be beaten on this election if the campaign had been properly managed. To start with, a year ago we made up a fund and elected what was called the Educational and Protective Committee, to handle the fight, and I mentioned in my letter of October that the unions did not contribute to the fund as they should have. Well, there was a reason for that, for it seems there were too many fingers in the pie and dissension on the committee. Too many wanted to be the boss, which accounts for the lack of cooperation from the unions of the state, and the result was that the E. and P. C. turned into a total flop, and the campaign died right there.

We got some outside assistance, but it was too little and too late. Brother Gooze, of the A. F. of L., came in 30 days before election and took over. What I would like to know is why wasn't he here at least 90 days before the election? The A. F. of L. got out some wonderful pamphlets that covered our side of the question thoroughly, but they were too late for distribution in a lot of districts. For instance, I received my allotment of pamphlets 36 hours before the polls opened, and there was no chance to get them all out; in fact, not one-fourth could be distributed. Had I received the pamphlets 10 days sooner, I could have plastered the entire county with them and perhaps carried our jurisdiction. As it was we lost the jurisdiction.

When we found we could not get any support in this jurisdiction from outside sources, we took the defense fund in our Central Labor Union and put on an advertising campaign of our own. It did a lot for us, and, in my opinion, if we could have afforded to put this campaign on for a longer duration, we could have carried this jurisdiction. I understand that other Central Labor Unions worked along the same lines, only on a larger scale. Miami seems to have had the best success and beat the bill, but when that Miami bunch gets turned loose they are a hard gang to beat at election time. It is my contention that the blame for our defeat on the anti-closed-shop bill can be laid directly at the feet of the State Federation of Labor and the A. F. of L., and I am not alone in that opinion.

I have heard that one powerful union is



No. 14

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starting a movement to boycott Florida farm and citrus products in favor of the California products. I am all for that, for the farmers and citrus employers of Florida defeated us on this bill by lining up the clover-kicker help to vote for the bill in order to get cheap labor after the termination of the war. If we can put a boycott on these Florida farmers and grove owners in favor of California over the entire nation and cause the Florida farmer to feed his crops to the pigs, he will know better next time.

California, we were glad to learn, defeated its anti-closed-shop bill. It seems they had better management in their campaign than we did. Their governor and attorney general, who are real officials, went down the line for labor and helped defeat the bill. The contrast in Florida was that our attorney-general and so-called neutral governor did everything in their power to defeat labor and pass the bill.

I was not disappointed on the servicemen's vote, which was seven to one against us, for, as a former soldier in three wars, I realize that the commissioned personnel has a great deal to do with that decision. In a recent survey of 100 commissioned reserve officers, 96 wish to remain in the Army after the war. You bet your sweet life they do, for they have the best job with more authority than they ever had in their lives. The majority of service men did not really know what they were voting for when they voted against organized labor, which is doing all in its power to hold wages and conditions for them, beside securing jobs for them, when they return.

It makes some of us veterans of World War I do a little thinking on the way we were treated when we came home. We were kicked out with 60 big dollars in our pockets, and they took that away from us when they gave us the bonus after a six-year fight. We only received half the pay the present soldiers do, and we were not allowed to vote. Had we been allowed to vote, I do not think we would have had the Eighteenth Amendment to contend with for a number of years.

Well, this fight is not over as yet. It will, no doubt, go to the Supreme Court to decide if it is constitutional or not. That will be expensive litigation, and it is up to the organizations in other states to give us a hand, for, if this unjust bill is shoved down our throats, they will have the same battle to fight in their respective states.

In closing, I wish to inform my old friends in Local 17, Detroit, that I had a visit from their old-time business manager, Billie Frost, last Sunday. He is down here for his health again this winter, and, in case I can trap a rabbit between now and November 23, Billie and wife will be my guests for Thanksgiving dinner. I was also grieved to hear that my old friend, and past president of Local 17, Brother Ed Hall, passed on recently. Big Ed, as he was always known to his many friends, was a real guy and a real union man, and Local 17 lost a staunch member when he went on.

To the members of Local 728, at present on the road, we home guards send kindest regards.

J. H. G., P. S.

**L. U. NO. 767, BATON ROUGE, LA.** *Editor:* The

Brother members of L. U. No. 767, Baton Rouge, Louisiana, wish to state that we had a very nice crowd at the special meeting called in order to speak with all those interested in an organization whose principles are based on democracy. Our guest speakers were E. J. Burg, Jim Briggmac, business manager, Operating Engineers, and R. L. Bruce, of Fort Worth, Texas. Mr. Bruce made a very interesting talk.

In this letter I wish to congratulate Brother C. L. Adams. Brother Adams is an old-timer with his heart and mind in the Brotherhood. He attends all meetings. He went to New Orleans to attend the International convention with our business manager, Brother J. D. Parker. They both reported the facts and progress which took place. Brother Adams is a previous president of L. U. No. 767, and he helped to organize L. U. No. 995 some years ago. Brother Adams, we are proud to have you as a tireless and loyal member; keep up the good work.

Brother Parker opened the meeting as chairman, and made a brief talk. He introduced Brother Burg as first speaker.

Our president, Brother L. J. Baudier; vice president, Brother L. D. Long; treasurer, Brother Tucker Morgan; financial secretary, Brother O. M. Clark, and all officers of L. U. 767 extend their Christmas greetings. To every member a Merry Christmas and a Prosperous New Year.

P.S.—Boys, we are going places! Help us out and come to every meeting—first and third Tuesdays of each month.

C. R. HEMPHILL, P. S.

**L. U. NO. 887, CLEVELAND, OHIO**

*Editor:* Electronics instruction still takes a prominent position in the activities of L. U. 887. The first class, started on October 9, enrolled 29 members of the local. The instruction set up, viz: basic electricity, relative and necessary to the study of electronics, as one-half the lesson period, with the other half devoted to electronics, has worked out to the satisfaction of all class members, who state they are learning much about the wizardry of the theory of electricity which is new and helpful.

So well was the starting of the first class received, that the Electronics Instruction Committee, Brothers Trevor Lane, Gene Frank (our overworked, good and faithful recording secretary) and the writer, decided to start a second class.

The second class, now also in progress on the third lesson at this writing, contains many members from L. U. 912, and at least two foremen of local railroad electrical groups.

The committee now has in mind development of an educational committee for this local union which would devote its time to providing literature and instruction on all innovations in the electrical game, both in method and design for the members of the local. This, of course, requires funds. And the committee at first desired to establish a separate fund within the local for the use of this educational committee. However, after consulting the by-laws, which provide for but one fund, we have under consideration some thoughts, one of which would initiate Brotherhood legislation to permit establishment of such a fund.

Well, since other locals want space, we'll call this enough from L. U. 887 at this time.

H. G. FOLGER, P. S.

**L. U. NO. 980, NORFOLK, VA.**

*Editor:* At this reading we will have passed the Christmas season (I hope it was a merry one for all) and entered into a brand new year. I sincerely wish for it to be a glorious and happy year for all mankind, with a rapid termination of the horrible conflict that has deposited the world in a state of confusion and despair.

We in this country can contribute our great part to ending this war at an early date by continuing our purchase of War Bonds and expending our labor to furnish our men on the fighting front with the great amount of

material that they need. As our boys achieve victory after victory, their need of supplies increases, and, with the cooperation of all, we shall not fail to supply their every need.

We have weathered a wartime presidential election, and the majority of the citizens of the U. S. have expressed their desire for the continued leadership of President Roosevelt, who will, no doubt, go down in history as one of the greatest presidents this country has ever had.

As evidenced by this election, labor is beginning to realize its own strength at the polls. Only through the continued application of non-partisan politics can labor hope to maintain and increase the benefits that have been secured during the present Administration.

As each election day approaches, we become increasingly aware of the aspirations of the various candidates for political office. Each day we are informed, through the medium of the press and radio, of their platforms and their promises of what they will do if and when elected to office. Too often these promises are taken too seriously by the vast majority of the voters. As has been too tragically demonstrated in the past, a candidate's many promises are easily forgotten by him when he assumes office. Labor itself has suffered severely by this mistake.

So it behooves us all to ignore the sugar-coated front of the stand and go around to the back and study the candidate himself. Study his character, his personal business record and his stand on past legislation. Above all, study his record. Determine if he really stands for the things that we approve of or if he is merely promising us what we desire, while he is actually working for the opposition. Let's find the candidate that will do the job the way we want it done and go to the polls on each election day and cast our vote for him.

The officers and members of L. U. No. 980 take this opportunity of extending their sincere wishes for a happy and prosperous New Year to their good Brothers of organized labor all over the world.

H. C. COPELAND, P. S.

**S. S. JOE McDONAGH NOW SAILS HIGH SEAS**

(Continued from page 17)

to be secretary-treasurer of the Metal Trades Department of the American Federation of Labor, and he died as he lived. While serving in that position, he was attending a meeting of the shipyard workers in New York City, trying to assist them in one of their many problems, and while he was addressing them, passed away.

"The International Brotherhood of Electrical Workers wants to express its thanks and appreciation to Admiral Emory S. Land, chairman, Maritime Commission, and to the Southeastern Shipbuilding Corporation for their kind and sympathetic cooperation in making this launching possible, and, in conclusion, to extend to the sponsor of this ship, Miss Mary A. McDonagh, who is the sister of our departed member, our appreciation that it was possible for her to be present with us this evening, and to thank you all for your presence and cooperation in paying honor to the memory of our departed Brother, Joseph S. McDonagh. I thank you."



# IN MEMORIAM

## Albert W. McIntyre, L. U. No. 3

Initiated July 20, 1899 in L. U. No. 39

Resolved, That the officers and members of the International Brotherhood of Electrical Workers, Local Union No. 3, in regular meeting assembled, on the 12th day of October, 1944, hereby express their profound sorrow at the death, on the 10th day of October, 1944, of Albert W. McIntyre.

In his death, Local Union No. 3 has sustained the loss of a dear friend and associate. We honor his memory for his high principles and sterling character, and for his faithful service to our Brotherhood.

As a constructive force in organizing matters he had no equal. With keenest perception, with indomitable courage and with unbounded confidence in the future, he was a natural leader and as such he was called upon in times of misunderstanding to lend his influence and good judgment to overcome any existing difficulty and to bring about unity in the ranks of labor, and he never failed. His character was such that members of our local, and of other locals, trusted him and followed his lead; and be it further

Resolved, That these resolutions be spread upon the minutes of this meeting of Local Union No. 3, International Brotherhood of Electrical Workers; and a copy thereof be transmitted to the late Brother McIntyre's family; to the Journal of Electrical Workers and Operators; and to the Electrical Union World.

New York, N. Y.

Committee

## W. H. Wagenbreth, L. U. No. 1

Initiated May 29, 1942

## Charles Schroeder, L. U. No. 1

Initiated November 24, 1923

## Wendall Cross, L. U. No. 1

Initiated October 27, 1941

## John H. Weidknecht, L. U. No. 1

Initiated January 19, 1940

## Charles Bayless, L. U. No. 1

Initiated January 30, 1912

## Lawrence Rosenberg, L. U. No. 1

Initiated December 27, 1940

## Donald Toulster, L. U. No. 1

Initiated May 26, 1941

It is with sincere feeling of sorrow and regret that we, the members of Electrical Workers, Local No. 1, record the passing of our worthy Brothers, Wagenbreth, Schroeder, Cross, Weidknecht, Bayless, Rosenberg and Toulster, and

Whereas in the passing of these Brothers Local No. 1 has lost true and loyal members whose kind deeds and noble characters will be remembered most by those who knew them best, so be it

Resolved, That we pay tribute to their memory by expressing our heartfelt sympathy and sorrow to their bereaved families who mourn their loss in their dark hour of sorrow; and be it further

Resolved, That we in our meeting assembled stand in silence for one minute as a tribute to their memory; and be it further

Resolved, That a copy of these resolutions be sent to their families, a copy be sent to our Electrical Workers Journal for publication and a copy written into the minutes of our local and our charter be draped for a period of 30 days.

M. J. LYNCH

JOHN MEINERT

LEO J. HENNESSEY

St. Louis, Mo.

Committee

## William Schlange, L. U. No. 16

Initiated January 3, 1900

## Joe L. Underwood, L. U. No. 16

Initiated September 7, 1944

It is with deep sorrow and regret that we, the members of Local Union No. 16, record the passing of our Brothers, William Schlange and Joe L. Underwood; therefore be it

Resolved, That we drape our charter for 30 days in tribute to their memory; that a copy of this resolution be sent to the families of the deceased, spread on the minutes of the meeting, and sent to the official Journal for publication.

GUY VAUGHN

Evansville, Ind.

Business Manager

## William E. Fischer, L. U. No. 9

Initiated July 13, 1917

## Albert M. Parish, L. U. No. 9

Initiated November 10, 1906

## William J. Ransford, L. U. No. 9

Initiated May 18, 1915 in L. U. No. 200

## William McGrath, L. U. No. 9

Initiated November 24, 1903 in L. U. No. 187

Whereas God in His infinite wisdom, has called from their earthly labors the above named members and esteemed co-workers in our Local Union No. B-9; and

Whereas we deem it fitting and proper that the members of Local Union No. B-9 of the International Brotherhood of Electrical Workers offer a tribute to the memory of our late Brothers, who have been such loyal members of our Brotherhood and country and who have always been our faithful friends; therefore, be it

Resolved, That the sincere sympathy of the membership of this Local Union No. B-9 and the membership of the International Brotherhood of Electrical Workers be hereby extended to their bereaved families.

EINER CLAUSEN,  
EDWIN H. BARRINGER,  
HARRY SLATER,

Chicago, Ill.

Committee.

## C. E. Stoffel, L. U. No. 11

Initiated May 17, 1935, in L. U. No. 618

It is with deep sorrow and regret, that we, the members of Local Union No. B-11, District No. 4, record the passing of our Brother Charles E. Stoffel; therefore be it

Resolved, That we express our sincere sympathy to the wife and family of our Brother in this time of their great sorrow; and be it further

Resolved, That we drape our charter for a period of 30 days, and that a copy of these resolutions be spread on the minutes of our meeting, a copy sent to the wife of our late Brother, and a copy sent to our official Journal for publication.

H. E. BOURNIQUE,  
R. J. SCHWEIKERT,  
R. T. HALL,

Los Angeles, Calif.

Committee

## Gordon G. Merrick, L. U. No. 17

Reinitiated March 3, 1941

## George Mellish, L. U. No. 17

Initiated May 7, 1924

With a sincere feeling of sorrow and regret we, the membership of Local Union No. B-17, record the death of our departed Brothers, Gordon G. Merrick and George Mellish; therefore be it

Resolved, That we pay tribute to their memory by expressing to their families and friends our sincere sympathy; and be it further

Resolved, That a copy of these resolutions be sent to their families, a copy be spread on our minutes, and a copy be sent to the Journal of the Electrical Workers for publication; and be it further

Resolved, That the members stand in silence for a period of one minute as a tribute to their memory and that our charter be draped for a period of 30 days.

JOHN J. McHUGH,  
CHARLES A. REEVES,  
H. E. CUNNINGHAM,

Detroit, Mich.

Committee

## Guy Fiandaca, L. U. No. 23

Initiated August 16, 1937, in L. U. No. 110

## Clyde M. Marino, L. U. No. 23

Initiated March 30, 1937, in L. U. No. 110

Whereas Almighty God in His infinite wisdom on November 11, 1944, called to eternal rest our worthy Brothers, Guy Fiandaca and Clyde M. Marino; therefore be it

Resolved, That we pay tribute to their memory by expressing to their relatives our heartfelt sympathy in the loss of their loved one; and be it further

Resolved, That a copy of these resolutions be spread upon the minutes of our meeting, a copy be sent to their bereaved families, a copy be sent to our official Journal for publication, and our charter be draped for a period of 30 days, and be it further

Resolved, That the members stand in silence for a period of one minute as a tribute to their memory.

WILLIAM FEEHAN,

St. Paul, Minn.

Welfare Chairman

## Harry Williams, L. U. No. 35

Reinitiated October 1, 1940

With deepest sorrow, we, the members of Local Union No. 35 record the passing of our Brother, Harry Williams; therefore be it

Resolved, That we pay tribute to his family by expressing our most sincere sympathy; and be it further

Resolved, That a copy of these resolutions be spread on the minutes and a copy be sent to the Electrical Workers Journal for publication; and be it further

Resolved, That our charter be draped for a period of 30 days.

JOSEPH J. ROHAN,

FRANCIS D. DEVINE,

Hartford, Conn.

Committee

## Fred A. Ward, L. U. No. 52

Initiated June 20, 1940

It is with deepest sorrow and sadness in our hearts that we, the members of L. U. No. 52, record here the passing of our Brother, Fred A. Ward, who made the supreme sacrifice for his country, in France on September 11; therefore be it

Resolved, That we stand in silence for one minute at our next regular meeting in respect to his memory; and be it further

Resolved, That a copy of these resolutions be entered in the minutes and a copy sent to the I. B. E. W. Journal for publication; and be it further

Resolved, That a copy of these resolutions be sent to his bereaved family.

LOUIS VEHLING,

Newark, N. J.

Recording Secretary

## Ernest J. Kosbub, L. U. No. 60

Reinitiated March 20, 1935

## Dave F. Fox, L. U. No. 60

Initiated July 21, 1937

It is with deepest sorrow and regret that we, the members of L. U. No. 60, record the death of Brothers Ernest J. Kosbub and Dave F. Fox; therefore be it

Resolved, That we tender our sincere sympathy to the families of our Brothers in this time of great sorrow; and be it further

Resolved, That a copy of these resolutions be spread upon the minutes of our meeting, a copy be sent to our official Journal for publication and that our charter be draped for 30 days.

G. F. SWEENEY,  
MAX NIEDORF,  
D. E. WURZBACH,  
W. W. HARRIS,  
W. B. STEWART,

San Antonio, Texas

Committee

## B. F. Willcockson, L. U. No. 51

Initiated October 29, 1936, in L. U. No. 702

## Ralph Yeates, L. U. No. 51

Initiated April 30, 1937, in L. U. No. 702

Whereas it has pleased God in His infinite wisdom to remove from our midst our worthy Brothers, B. F. Willcockson and Ralph Yeates; and

Whereas in the passing of our Brothers L. U. No. B-51 has lost two true and loyal members; therefore be it

Resolved, That we pay tribute to their memory by expressing our heartfelt sympathy and sorrow to their bereaved families in this hour of sorrow; and be it further

Resolved, That a copy of these resolutions be sent to the official Journal for publication; and be it further

Resolved, That our charter be draped for a period of 30 days in memory of our late Brothers.

JOHN DENNING,  
PAUL ADERMAN,  
FLOYD L. WORTH,

Springfield, Ill.

Committee

## John R. Ketcham, L. U. No. 46

Initiated October 24, 1905, in L. U. No. 217

## Karl Sexouer, L. U. No. 46

Reinitiated May 4, 1937

## John Wenzler, L. U. No. 46

Reinitiated September 14, 1937

## Francis Weckler, L. U. No. 46

Initiated August 12, 1943

## John Kelfner, L. U. No. 46

Initiated November 26, 1906, in L. U. No. 77

It is with sorrow that we record the passing of our Brothers, Ketcham, Sexouer, Wenzler, Weckler and Kelfner; therefore be it

Resolved, That we send a copy of this resolution to their families and close relatives; and be it further

Resolved, That we send a copy to the Journal, and also that we drape our charter for a period of 30 days.

FRED MILLER,  
EMIL RACINE,  
ROBERT LARSON,  
PAUL ENFIELD,

Seattle, Wash.

Committee



**George Robinson, L. U. No. 28**

Initiated December 30, 1920

**William C. Cunzeman, L. U. No. 28**

Reinitiated October 24, 1919

**August W. Knoedler, L. U. No. 28**

Initiated September 27, 1917

Whereas it is with deepest sorrow that we, the members of Local Union No. B-28, I. B. E. W., pay our last tribute of respect to the memory of our late Brothers, whom God, in His infinite wisdom, saw fit to remove from our midst; and

Whereas we wish to extend to their families and relatives our deep and heartfelt sympathy; therefore be it

Resolved, That we in meeting assembled, stand in silence for one minute as a tribute to their memory; and be it further

Resolved, That a copy of these resolutions be sent to their bereaved families, a copy spread upon the minutes of this meeting, a copy sent to our official Journal for publication, and that our charter be draped for a period of 30 days.

CAMPBELL CARTER,  
CHARLES F. HEFNER,

Baltimore, Md. Committee

**Dan Campbell, L. U. No. 77**

Reinitiated May 5, 1936

**Ben Nelson, L. U. No. 77**

Initiated September 3, 1935

**John N. Lewis, L. U. No. 77**

Initiated January 10, 1935

**Joseph Reilly, L. U. No. 77**

Initiated April 1, 1940

It is with deep sorrow and regret that we, the members of L. U. No. B-77, record the passing of our Brothers Campbell, Nelson, Lewis and Reilly; therefore be it

Resolved, That we pay tribute to their memory by expressing to their families our sincere sympathy; and be it further

Resolved, That we drape our charter for a period of 30 days; that a copy of these resolutions be spread on the minutes of our meeting; and that a copy be sent to the official Journal of the Brotherhood for publication.

Seattle, Wash. Committee

**Elmer Spitz, L. U. No. 86**

Reinitiated April 10, 1936

Whereas Almighty God, in His wisdom, has taken from our midst our esteemed and worthy Brother Elmer Spitz; therefore be it

Resolved, That we, as a body in meeting assembled, stand in silence for one minute as a tribute to his memory; and be it further

Resolved, That we pay further tribute to his memory by expressing to his family our sincerest sympathy; and be it further

Resolved, That a copy of these resolutions be sent to his family; a copy be sent to the Journal for publication, and a copy be spread upon our minutes.

A. BULT,  
H. BULLEN,  
A. REED,

Rochester, N. Y. Committee

**William Hanlon, L. U. No. 90**

Reinitiated November 21, 1922

It is with a sincere feeling of sorrow and regret that we, the members of Local Union B-90, record the passing of our friend and Brother, William Hanlon; therefore be it

Resolved, That we pay tribute to his memory by expressing to his family and friends our sincere sympathy in their hour of sorrow; and be it further

Resolved, That we drape our charter for a period of 30 days, and that copies of these resolutions be sent to his family, to the Journal for publication, and a copy entered into the minutes of our local.

VINCENT McGOVERN,

New Haven, Conn. Business Manager

**William D. Poe, L. U. No. 136**

Initiated July 10, 1942

With a sincere feeling of sorrow and regret we, the members of Local Union No. B-136, I. B. E. W., record the untimely passing of our friend and Brother, William D. Poe; therefore be it

Resolved, That we pay tribute to his memory by expressing to his family and friends our sincere sympathy; and be it further

Resolved, That a copy of these resolutions be sent to his family, a copy be spread on our minutes, and a copy be sent to the Journal of Electrical Workers for publication; and be it further

Resolved, That we stand in silence for one minute as a tribute to his memory and that our charter be draped for a period of 30 days.

CHARLES HARVES,

Birmingham, Ala. Recording Secretary

**Ellis C. Johnson, L. U. No. 125**

Initiated June 27, 1917, in L. U. No. 556

**Curtis P. Winn, L. U. No. 125**

Initiated January 9, 1942

The membership circle of Local Union No. B-125 has again been broken, and we must record the passing onward of Brothers Ellis C. Johnson and Curtis P. Winn. Those of us who knew them well have lost sincere friends and they will be sadly missed by their associates.

We would express the deepest sympathy with their loved ones and assure them that we share their sorrow, for they were our Brothers.

The charter of Local Union No. B-125 shall be draped for 30 days in memory of our Brothers, and a copy of this tribute shall be spread upon the minutes of our meeting. Copies shall also be sent to the bereaved families and to our Journal for publication.

J. G. VAN DOOZER,  
WILL W. JOHNSON,  
E. C. DENSMORE,

Portland, Ore. Committee

**Cliff Duval, L. U. No. 104**

Initiated April 22, 1943

**Angus I. Pineau, L. U. No. 104**

Initiated April 20, 1939

Whereas it has pleased Almighty God, in His infinite wisdom and mercy, to remove from our midst our esteemed and worthy Brothers, Cliff Duval and Angus I. Pineau; and

Whereas in the passing of our Brothers, Local 104 lost true and loyal members whose kind deeds and noble characters will be remembered by those who knew them best; therefore be it

Resolved, That we pay tribute to their memory by expressing our heartfelt sympathy and sorrow to their bereaved families and relatives in their dark hour of sorrow; and be it further

Resolved, That a copy of these resolutions be sent to the families of our departed Brothers, a copy spread on the minutes of Local 104 and a copy sent to the official Journal for publication; and be it further

Resolved, That our charter be draped for a period of 30 days and that we stand in silent meditation for one minute as a tribute to the memory of our late Brothers.

H. H. LITCHFIELD,  
H. B. CURRY,  
H. N. FITZGERALD,

Boston, Mass. Committee

**I. F. Weber, L. U. No. 160**

Initiated September 25, 1934

**Hilarion Rosch, L. U. No. 160**

Initiated April 30, 1937, in L. U. No. 292

**Charles N. Guimont, L. U. No. 160**

Initiated March 23, 1937

**William Phillips, L. U. No. 160**

Initiated March 23, 1937, in L. U. No. 292

With a sincere feeling of sorrow and regret we, the members of Local Union No. B-160, I. B. E. W., record the death of our departed Brothers; therefore be it

Resolved, That we pay tribute to their memory by expressing to their families and friends our sincere sympathy; and be it further

Resolved, That a copy of these resolutions be sent to their families, a copy be spread on our minutes, and a copy be sent to the Journal of Electrical Workers for publication; and be it further

Resolved, That the members stand in silence for a period of one minute as a tribute to their memory, and that our charter be draped for a period of 30 days.

G. P. PHILLIPS,

Minneapolis, Minn. Press Secretary

**Grady L. Robbins, L. U. No. 278**

Initiated August 29, 1941

It is with deep sorrow and regret that members of L. U. No. 278 record the death of Sgt. Grady L. Robbins.

Brother Robbins was the first member of L. U. No. 278 to give his life fighting in the armed services of his country.

Brother Robbins was initiated into L. U. No. 278, August 29, 1941, and entered the Army, January 29, 1942—where he had served since in the Paratroopers.

Resolved, That the members of L. U. No. 278 stand in silence for a period of one minute as a tribute to the memory of our late departed Brother and that the charter of L. U. No. 278 be draped for a period of 30 days; and be it further

Resolved, That a copy of these resolutions be sent to Brother Robbins' family; that a copy be spread on the minutes of this meeting and that a copy be sent to the Journal of Electrical Workers for publication.

EUGENE HENDRICKS,  
PAUL WILLIAMS,  
J. E. MATHIEU,

Corpus Christi, Texas Committee

**James R. Ford, L. U. No. 138**

Initiated August 10, 1931

Whereas it is with a sincere feeling of sorrow and regret that we, the members of L. U. B-138, I. B. E. W., record the passing of Brother James R. Ford; therefore be it

Resolved, That we pay tribute to his memory by expressing our deep sympathy to his family; and be it further

Resolved, That our charter be draped for a period of 30 days, a copy of these resolutions be sent to his family, a copy be spread on our minutes, and a copy be sent to the Electrical Workers Journal for publication.

CHARLES F. STARKEY,

Recording Secretary

Hamilton, Ont., Canada

**John J. Buren, L. U. No. 321**

Initiated December 22, 1942

It is with deepest sorrow and regret that we, the members of Local Union No. B-321, record the sudden and untimely death of our friend and Brother, John J. Buren; therefore be it

Resolved, That in his memory our members stand in silence for one minute at our next regular meeting and that our charter be draped for a period of 30 days; and be it further

Resolved, That a copy of these resolutions be sent to his family, a copy be sent to the Electrical Workers Journal for publication, and a copy be spread upon the minutes of our meeting.

JURGEN DAMMANN,

RAY J. ZACHARSKI,

LaSalle, Ill. Committee

**John Mulberry, L. U. No. 302**

Initiated November 6, 1917

Whereas it is with deepest sorrow that we, the members of Local Union No. B-302, I. B. E. W., pay our last tribute of respect to the memory of our late Brother, John Mulberry, whom God, in His infinite wisdom, saw fit to remove from our midst; and

Whereas we wish to extend to his family and relatives our deep and heartfelt sympathy; therefore be it

Resolved, That a copy of these resolutions be sent to his bereaved family, a copy spread upon the minutes of this meeting, a copy be sent to our official Journal for publication, and that our charter be draped for a period of 30 days.

E. A. LAWRENCE,

Richmond, Calif. Secretary

**James C. Smith, L. U. No. 333**

Initiated April 6, 1934

With the deepest sorrow, we, the members of L. U. No. B-333, record the passing of our Brother, James C. Smith; therefore be it

Resolved, That we pay tribute to his family by expressing our most sincere sympathy; and be it further

Resolved, That a copy of these resolutions be spread on the minutes and a copy sent to his family and a copy to the Electrical Workers Journal for publication; and be it further

Resolved, That our charter be draped for a period of 30 days, and that this body stand for one minute in silence in honor of his memory.

HORACE HOWE,

JOHN P. DIMMER,

ARTHUR B. NASON,

Portland, Maine. Committee

**Peter A. Anderson, L. U. No. 401**

Initiated September 15, 1926, in L. U. No. 373

It is with deepest regret and sorrow that we, Local Union No. 401 of Reno, Nevada, report the death of our Brother, Peter A. Anderson.

Brother Anderson was one of the oldest members of Local Union No. 401, and served it well as president and in other official capacities.

Therefore, we have draped our charter for 30 days as a token of respect to him and his long and faithful service, and we extend our deepest sympathy to his bereaved family.

GEORGE I. JAMES,

Reno, Nev. Business Manager

**Dean Keenan, L. U. No. 372**

Initiated September 2, 1942

Whereas Almighty God has seen fit to remove from our midst our friend and Brother, Dean Keenan; and

Whereas it is our desire to express to his family our deepest sympathy in this hour of sorrow; therefore be it

Resolved, That a copy of these resolutions be sent to his family, a copy be spread on the minutes of our local union, and a copy be forwarded to our official Journal for publication; and be it further

Resolved, That our charter be draped for a period of 30 days in memory of Brother Dean Keenan.

H. G. LITTELL,

Boone, Iowa Recording Secretary



**William James Broght, L. U. No. 348***Initiated November 12, 1941*

It is with a sincere feeling of regret that we, the members of L. U. No. 348, have to record the passing of one of our members, true, not an old member, but a real one, William James Broght. He was severely burned while at his work through no fault of his own and from the result of these electric burns, he passed on to his reward; therefore be it

Resolved, That we pay tribute to his memory by expressing our sincere sympathy to his family; and be it further

Resolved, That a copy of these resolutions be sent to our office for publication in our official Journal.

A. PARK,  
W. YOUNG,  
A. LONGMATE,

Calgary, Alta.

Committee

**H. A. Koontz, L. U. No. 415***Reinitiated February 3, 1939*

It is with profound sorrow that we, the members of L. U. No. 415, record the passing of our friend and Brother, H. A. Koontz, a true and loyal member of our organization.

We wish to extend to his friends our deepest and most sincere sympathy; therefore be it

Resolved, That in tribute to his memory we, as a body in meeting assembled, stand in silence for a period of one minute; and be it further

Resolved, That a copy of these resolutions be spread upon the minutes of our L. U. No. 415 and a copy be sent to our Journal for publication; and be it further

Resolved, That the charter of L. U. No. 415 be draped in mourning for a period of 30 days as a sign of respect to our departed Brother.

H. A. MOYER,  
C. C. STOCKER,  
R. R. WELCH,

Cheyenne, Wyo.

Committee

**Anderson Boyd, L. U. No. 429***Initiated January 21, 1931*

It is with deep sorrow and regret that we, the members of Local Union No. B-429, I. B. E. W., record the passing of our Brother, Anderson Boyd; therefore be it

Resolved, That we pay tribute to his memory by expressing to his family our sincere sympathy; and be it further

Resolved, That we drape our charter for a period of 30 days, and that a copy of these resolutions be sent to his bereaved family, that a copy be spread on the minutes of our meeting and a copy be sent to the official Journal of our Brotherhood for publication.

DUOL WRIGHT,

Nashville, Tenn.

Business Manager

**Walter L. Brackinreed, L. U. No. 458***Initiated April 20, 1905, in L. U. No. 131***N. A. Lambert, L. U. No. 458***Initiated September 25, 1918*

Recently Local Union No. 458, I. B. E. W., sustained a double loss in the passing of two of its veteran members, Brothers Walter L. Brackinreed and N. A. Lambert.

Brother Brackinreed was initiated into Local Union No. 131 of the I. B. E. W. in 1905, in which year he came to the state of Washington. He was a member of Local Union No. 458 for 37 years. Although not engaged in electrical work during most of this time, he was a full paying member. More than half of his lifetime was devoted to the labor movement in the state of Washington. For 34 years he served the Central Labor Council of Aberdeen, first as secretary and later as president. He was a delegate from the Electrical Workers Local Union No. 458 of Aberdeen to the conventions of the Washington State Federation of Labor each year from 1917. His achievements entitle him to a high place in the history of trade unionism in the northwest.

Brother N. A. Lambert, a native of Boston, Mass., began his career as an apprentice with the Western Electric Company in Boston, and in 1907, still with this company, was transferred to Portland, Oregon. His first trip to Aberdeen, Washington, was to install the switchboard for the local telephone company. He worked out of Portland for Western Electric until 1915. In 1918 he joined Local Union No. 458, I. B. E. W. and was active in affairs of the union, until ill health forced his retirement in 1933. He then operated his own insurance business here until his death, September 21, 1944. During his membership in Local Union No. 458 he did much to further the growth and development of the union.

While we grieve the loss of these two Brothers, we are thankful for their association during so many years.

RUSSELL HARRIS,

Aberdeen, Wash.

Recording Secretary

**W. R. Cameron, L. U. No. 482***Initiated April 5, 1943*

Whereas it has pleased Almighty God, in His infinite wisdom and mercy, to remove from our midst our esteemed and worthy Brother, W. R. Cameron; and

Whereas in the passing of Brother Cameron, Local Union No. B-482 has lost a true and loyal member; therefore be it

Resolved, That we pay tribute to his memory by expressing our heartfelt sympathy and sorrow to his bereaved family and relatives in their dark hour of sorrow; and be it further

Resolved, That a copy of these resolutions be sent to the family of our departed Brother, a copy be sent to the official Journal for publication; and be it further

Resolved, That our charter be draped for a period of 30 days and that we stand in silent tribute to the memory of our late Brother, W. R. Cameron.

ROBERT McDOWELL,  
ORVAL L. GRANT,  
WARREN E. COON,  
HENRY J. TORNWALL,

Eureka, Calif.

Committee

**E. H. Nugent, L. U. No. 446***Initiated October 14, 1942***E. C. Coleman, L. U. No. 446***Initiated February 15, 1915*

It is with deep sorrow and regret that we, the members of L. U. No. B-446, record the passing of our Brothers, E. H. Nugent and E. C. Coleman, who passed away so suddenly from our midst; therefore be it

Resolved, That we, the members of L. U. No. B-446, pay tribute to their memory by expressing to their families our sincere sympathy; and be it further

Resolved, That our charter be draped 60 days in respect to their memory, and that a copy of these resolutions be sent to their families, a copy be sent to the International Brotherhood of Electrical Workers Journal for publication, and a copy spread on the minutes of our regular meeting.

N. O. FREEMAN,  
W. S. ADCOCK,

Monroe, La.

Committee

**Jules Quirin, L. U. No. 461***Initiated November 15, 1901, in L. U. No. 149*

It is with a sincere feeling of deep sorrow and regret that we, the members of Local Union No. 461, International Brotherhood of Electrical Workers, record the passing of our friend and Brother, Jules Quirin, on November 18; and

Whereas those of us who knew him best knew him to be loyal to this organization, and in fraternity we extend to his loved ones our heartfelt sympathy and assure them that so far as we may we share their grief, for he was our Brother; therefore be it

Resolved, That we, as a body in meeting assembled, stand in silence for one minute as a tribute to his memory; and be it further

Resolved, That we pay tribute to his family, expressing to them our sympathy in this hour of sorrow; and be it further

Resolved, That our charter be draped for a period of 30 days, and that a copy of these resolutions be sent to his family, a copy spread on the minutes of this meeting, and a copy be sent to our official Journal for publication.

L. PAUL KRUMLAUF,  
JESSE C. GREENE,  
L. HALLING,

Aurora, Ill.

Committee

**A. M. Calhoun, L. U. No. 474***Initiated August 5, 1938*

It was with a sincere feeling of regret that we heard of the passing of Brother A. M. Calhoun, who lost his life in the service of our country on foreign soil. Brother Calhoun leaves a host of friends in the local union, as well as his father, J. W. Calhoun, and his brother, Raymond Calhoun, who are also members. Raymond is also in the service of our country, serving overseas; therefore be it

Resolved, That we extend to his family our most sincere sympathy, and be it further

Resolved, That we stand for one minute with bowed heads in memory of our Brother; and be it further

Resolved, That our charter be draped for a period of 30 days; and be it further

Resolved, That a copy of these resolutions be spread on our minutes, and a copy sent to the family, and a copy sent to the official Journal for publication.

GEORGE A. PEEK,  
O. S. JACKSON,  
C. R. SEATON,

Memphis, Tenn.

Committee

**Ira F. Atkins, L. U. No. 494***Initiated August 1, 1923*

It is with deep sorrow and regret that we, the members of Local Union No. 494, record the passing of Brother Ira F. Atkins; therefore be it

Resolved, That we pay tribute to his memory by expressing to his family and friends our sincere sympathy; and be it further

Resolved, That a copy of these resolutions be sent to our official Journal for publication, a copy to his family, and a copy be spread on the minutes of our meeting.

ARTHUR C. SCHROEDER,  
EMIL BROETLER,  
ARDEN FENSEL,  
GEORGE SPATH,  
JOHN BERST,  
GEORGE KAISER,

Milwaukee, Wis.

Committee

**James W. Whaley, L. U. No. 545***Initiated June 26, 1924, in L. U. No. 695*

We have been called upon to part with our beloved Brother and friend; he has silently slipped away and through the door that opens to a larger and brighter home.

His duties of life having been nobly done, the sun touches the horizon and the twilight falls upon the past, reflecting a beautiful friendship. The day has been long and the road has been tiresome. The gate opens and the traveler enters the welcome doorway to find earthly life changed to a peaceful calm, in that house not built with hands, eternal in the heavens.

Resolved, That we, as a body in meeting assembled, stand silent in reverence, while our charter is being draped in his memory; and be it further

Resolved, That a copy of these resolutions be sent to his bereaved family, to the Electrical Workers' Journal for publication, and be incorporated in our regular minutes.

J. C. FLETCHER,  
WENDELL BEEHLY,  
JOHNNIE COLESTOCK,

St. Joseph, Mo.

Committee

**R. L. McDaniel, L. U. No. 457***Initiated October 10, 1938*

It is with deepest sorrow that we, the members of L. U. No. 457, record the death of our Brother and financial secretary, R. L. McDaniel.

We, the members of L. U. No. 457, extend our heartfelt sympathy to those near and dear to our Brother whom we knew to be a true, loyal union member; therefore be it

Resolved, That our charter be draped for 30 days, and that a copy of this resolution be spread on the minutes, and a copy sent to the Electrical Workers' Journal for publication.

JOE HERPIN, JR.,  
O. L. SANDIFER,  
D. V. ROEGELS,

Port Arthur, Texas

Committee

**James Danner, L. U. No. 744***Initiated October 8, 1939*

It is with profound sorrow, and regret, that we, the members of Local Union No. B-744, record the passing of our friend and Brother, James Danner, a true and loyal member of this local union; therefore be it

Resolved, That our charter be draped for a period of 30 days, that the members stand in silent tribute to his memory for one minute at each meeting in November; and be it further

Resolved, That the original of these resolutions be sent to his family, a copy to the Journal for publication, and a copy spread upon the minutes of Local Union No. B-744.

ALBERT S. DAWSON,

Philadelphia, Pa.

Executive Secretary

**Albert B. Runions, L. U. No. 736***Initiated August 3, 1939*

It is with deep sorrow and regret that we, the members of Local Union No. 736, record the passing of our friend and Brother Albert B. Runions, on November 17, 1944; therefore be it

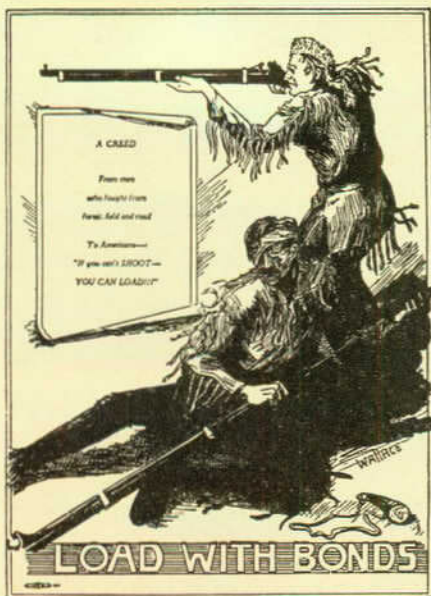
Resolved, That we drape our charter for a 30-day period, in tribute to his memory; that a copy of this resolution be furnished the family of the deceased; that a copy be spread on the minutes of the meeting and that a copy be sent to the official Journal for publication.

E. R. BELCHER,

Princeton, W. Va.

Financial Secretary





### W. D. Walker, L. U. No. 846

Reinitiated April 4, 1940

Whereas it is with the deepest sorrow that we, the members of Local Union No. B-846, I. B. E. W., pay our tribute and respect to the memory of our late Brother W. D. Walker, whom God in His infinite wisdom, saw fit to remove from our midst November 15, 1944, and

Whereas we wish to extend to his family and relatives our deep and heartfelt sympathy; therefore be it

Resolved, That we, in meeting assembled stand in silence for one minute as a tribute to his memory, and be it further

Resolved, That a copy of these resolutions be sent to his bereaved family, a copy be spread upon the minutes of this meeting, a copy sent to our official Journal for publication, and that our charter be draped for a period of 30 days.

H. N. BELL,  
Chattanooga, Tenn. Financial Secretary

### John Ellis Pope, L. U. No. 896

Initiated April 9, 1943

It is with sincere feelings of sorrow and regret that we, the members of Local Union No. 896, I. B. E. W., record the accidental death of our worthy Brother John Ellis Pope; therefore be it

Resolved, That we the members of Local Union No. 896 in meeting here assembled, stand for one minute in silent meditation as a tribute to him; and be it further

Resolved, That a copy of these resolutions be sent to his bereaved family with our deepest sympathy, and that a copy be sent to the official Journal for publication, and that a copy be spread on the minutes of Local Union No. 896.

R. E. KING,  
M. M. FITZGERALD,  
C. S. DENNY,  
Macon, Ga. Committee

### Albert Sidney Teague, Jr., L. U. No. 920

Initiated August 4, 1942

It is with sorrow and regret that we, the members of Local Union No. 920, record the passing of our late Brother, Albert Sidney Teague, Jr. He gave his life in the service of his country on September 19, 1944, in Nadzab, New Guinea.

Resolved, That we tender our sincere sympathy to the parents and other relatives of our Brother in this time of their great sorrow; and be it further

Resolved, That our charter be draped for a period of 30 days and that we stand in silent meditation for one minute as a tribute to his memory and be it further

Resolved, That a copy of these resolutions be sent to his parents and a copy be spread upon the minutes of Local Union No. 920, and a copy be sent to the Electrical Workers' Journal for publication.

E. L. MCKINNEY, SR.,  
R. B. GALBRAITH, SR.,  
ADRIAN CRUMPLER,  
Abilene, Texas Committee

### Perry Robert Sharp, L. U. No. 716

Initiated February 1, 1943

It is with deep regret and sorrow that we, the members of Local Union No. 716, record our first casualty of World War II, in the passing of our beloved Brother, Perry Robert Sharp, who was killed in England on September 21, 1944.

Those of us who knew and had the pleasure of working with him feel his loss keenly; therefore be it

Resolved, That we pay tribute to his memory by expressing our sincere sympathy to his bereaved family in their hour of sorrow, and that we drape our charter for a period of 30 days; and be it further

Resolved, That a copy of these resolutions be spread on the minutes of the local union, a copy sent to the official Journal for publication, and a copy sent to the family of our departed Brother.

A. G. NAUCK,  
T. T. SIMMONS,  
G. W. DORTCH,  
Houston, Texas Committee

### Edwin E. Mims, L. U. No. 602

Initiated February 27, 1941

W. G. Estes, L. U. No. 602

Initiated January 22, 1919, in L. U. No. 116  
Once again it is the painful duty of L. U. No. 602 to record the death of two of its members, Brother Edwin E. Mims, who was an officer in the United States Army Air Force and who has been missing in action for more than a year, and Brother W. G. Estes, one of our loyal members who suffered a heart attack on October 9; therefore be it

Resolved, That we pay tribute to their memory by expressing to their families and friends our sincere sympathy; and be it further

Resolved, That a copy of these resolutions be sent to their families, a copy spread on our minutes, and a copy be sent to the Electrical Workers' Journal for publication; and be it further

Resolved, That the members stand in silence for a period of one minute as a tribute to his memory and that our charter be draped for a period of 30 days.

FRED J. CARR,  
Amarillo, Texas Business Manager

### Thomas F. Cline, L. U. No. 702

Initiated August 13, 1937, in L. U. No. B-9

It is with sorrow and regret that we, the members of Local Union No. B-702 of the I. B. E. W., record the passing of our Brother, Thomas F. Cline, who passed away October 28, 1944; therefore be it

Resolved, That we, the members of Local Union No. B-702, pay tribute to his memory by expressing to his family our sincere sympathy; and be it further

Resolved, That our charter be draped for a period of 30 days in respect to his memory, and that a copy of these resolutions be sent to his family, a copy be sent to the I. B. E. W. Journal for publication, and a copy be spread on the minutes of our next meeting.

H. E. NUNN,  
J. O. JONES,  
DALE READER,  
W. Frankfort, Ill. Committee

### Harry Andrews, L. U. No. 773

Initiated October 10, 1929

It is with profound regret that we the members of Local Union No. B-773 record the death of Brother Harry Andrews.

Brother Andrews was a member of long standing but had been sick for many years but while active and able to work was a very faithful member.

We, the members of Local Union No. B-773, wish to express our sympathy to his loyal wife and son.

GEORGE H. THOMAS,  
C. LIZMORE,  
LOUIS HOGGE,  
F. DARKE,  
Windsor, Ont., Canada Committee

### Melvin Holman, L. U. No. 791

Reinitiated June 11, 1936

It is with deep sorrow that we, the members of Local Union No. 791, record the death of Melvin Holman, a Brother of this local.

Whereas in the death of our late Brother, Melvin Holman, we wish to express our deep sorrow to his family and relatives, in their hour of sorrow; therefore be it

Resolved, That a copy of this resolution be sent to his family, and a copy spread on the minutes of the local union; and be it further

Resolved, That the assembled members in meeting stand for one minute in reverent silence.

A. J. VADNAIS, JR.,  
Boston, Mass. Recording Secretary

### Anton H. Nelson, L. U. No. 763

Initiated June 3, 1942

### Allen W. Woodhead, L. U. No. 763

Initiated January 7, 1942

It is with deepest sorrow and regret that we, the members of Local Union No. B-763, record the passing of Brothers Anton H. Nelson and Allen W. Woodhead.

Whereas we wish to express to their families and relatives our deepest sympathy; therefore be it

Resolved, That a copy of these resolutions be sent to their families and a copy be sent to the Electrical Workers' Journal for publication and that a copy be spread on the minutes; and be it further

Resolved, That our charter be draped for a period of 30 days in tribute to his memory.

W. J. PORTER,  
Omaha, Nebr. Secretary

### Harold W. Smith, L. U. No. 812

Initiated March 1, 1941

As it must come to all men, death came to our Brother, Harold W. Smith, June 30, 1944, in the European area, as a result of an airplane accident, while he was serving as a staff sergeant in our armed forces.

We desire to pay him his last tribute of esteem and affection. We wish to extend to his family and friends, our deepest and most sincere sympathy; therefore be it

Resolved, That in tribute to his memory, we, as a body in meeting assembled, stand in silence for a period of one minute; and be it further

Resolved, That a copy of these resolutions be spread upon the minutes of our Local Union No. 812 and a copy be sent to our Journal for publication; and be it further

Resolved, That a copy of these resolutions be sent to his family; and be it further

Resolved, That the charter of Local Union No. 812 be draped in mourning for a period of 30 days as a sign of respect to our departed Brother.

ARCHIE DIETTRICH,  
SCOTT STETLER,  
CHARLES A. CHRISMAN,  
Williamsport, Pa. Committee

### Charles W. Taylor, L. U. No. 800

Initiated April 25, 1939

### William M. Belshe, L. U. No. 800

Initiated July 8, 1935

J. C. Kendall, L. U. No. 800

Reinitiated September 22, 1936

J. M. Mays, L. U. No. 800

Reinitiated April 1, 1933, in I. O.

It is with sorrow and regret that we, the members of Local Union B-800, International Brotherhood of Electrical Workers, record the sudden death of our Brother; therefore be it

Resolved, That we pay tribute to their memory by expressing to their families our heartfelt sympathy; and be it further

Resolved, That we drape our charter for a period of 30 days; and be it further

Resolved, That a copy of these resolutions be sent to the families of our late Brothers, a copy sent to our official Journal for publication and a copy be spread upon the minutes of our local union.

WILLIAM P. HANSON,  
President.  
PAUL J. BAKER,  
Sacramento, Calif. Recording Secretary

### John Barth, L. U. No. 817

Reinitiated January 17, 1931

Whereas Almighty God, in His infinite wisdom, has seen fit to relieve Brother John Barth of the burdens of this world, and

Whereas before Brother Barth passed on to his eternal reward, he was a worthy and loyal member, respected by all; therefore be it

Resolved, That we extend our condolences to his bereaved family at this time; and be it further

Resolved, That the meeting stand in one minute silent tribute to his memory; and be it further

Resolved, That the charter of this local union be draped for a period of 30 days; and be it further

Resolved, That a copy of these resolutions be incorporated in the minutes of this local union; a copy be sent to the family of the late Brother Barth, and to the International Office for publication in the Electrical Workers' Journal.

W. MARSCH,  
J. COLLINS,  
N. SMITH,  
J. McCULLOUGH,  
J. MILLER,  
H. TONSING,  
M. DORST,  
H. J. MITCHELL,  
New York, N. Y. Recording Secretary



**John F. Horan, L. U. No. 853***Initiated November 27, 1942*

With a sincere feeling of sorrow, we, the members of Local Union No. 853, record the death of Brother John F. Horan; therefore be it

Resolved, That we pay tribute to his memory by expressing to his family our sincere sympathy; and be it further

Resolved, That the members stand in silence for a period of one minute in tribute to his memory, and that our charter be draped for a period of 30 days; and be it further

Resolved, That a copy of these resolutions be placed in the minutes of our meeting, a copy sent to the family of our departed Brother, and a copy sent to our official Journal for publication.

**STANLEY W. TUTTLE,**

Kearny, N. J. Recording Secretary

**Carl Cater, L. U. No. 953***Reinitiated July 23, 1919***Philip O. Landon, L. U. No. 953***Initiated April 2, 1937***Lloyd T. Lee, L. U. No. 953***Initiated November 15, 1939*

It is with deepest regret and sorrow that we, the members of Local Union No. B-953, record the sudden passing of our Brothers, Carl Cater, Phillip Landon and Lloyd Lee

Resolved, That we drape our charter for 30 days, that we pay tribute to their memory by expressing our sympathy and regrets to their bereaved families in their hour of sorrow; and be it further

Resolved, That a copy of these resolutions be sent to the families of our late Brothers, a copy spread on the minutes of the meeting, and a copy sent to the official Journal for publication.

**HENRY C. RULE,**

Eau Claire, Wis. Business Manager

**Henry Herbert Robicheau, L. U. No. 1026**

It is with great sorrow and regret that we, the members of Local Union No. B-1026, record the passing of our Brother, Henry Herbert Robicheau; therefore be it

Resolved, That in tribute to his memory we in body assembled, stand for a period of one minute; and be it further

Resolved, That we extend our deepest sympathy to the family and relatives of our late departed Brother; and be it further

Resolved, That a copy of these resolutions be sent to his bereaved family, a copy spread upon the minutes of this meeting, and that a copy be sent to our official Journal for publication.

**HARVEY C. ARCHIBALD,**

Malden, Mass. Recording Secretary

**Otto E. Flegel, L. U. No. 51***Initiated January 30, 1937, in L. U. No. 702*

It is with deep sorrow that we, the members of L. U. No. B-51, pay our respects to the memory of our late Brother Otto E. Flegel; therefore be it

Resolved, That we, the members of Local Union B-51, of Champaign, at its regular meeting on Wednesday, November 1, 1944, stand in silence for one minute as a tribute to his memory; and be it further

Resolved, That our charter be draped for a period of 30 days, a copy of these resolutions be spread upon the minutes of our meeting, a copy be sent to his bereaved widow, and a copy be sent to the Electrical Workers' Journal for publication.

**FRED SUTTON,  
J. ED. SEDGWICK,  
C. MAYO,**

Springfield, Ill. Committee

**Harry LaBonde, L. U. No. 68***Initiated November 23, 1908*

It is with deep sorrow and regret that the members of Local Union No. 68 record the death of their worthy friend and Brother, Harry LaBonde. His pleasing personality will long be remembered by his many friends, and we assure his loved ones that we share in their grief, and we extend our sympathy to them; therefore be it

Resolved, That a copy of these resolutions be spread on our minutes, a copy sent to the family, and a copy sent to the International Office for publication in the Journal; and be it further

Resolved, That our charter be draped for a period of 30 days in his memory.

**G. H. GILBERT,  
J. L. MCGILL,  
FRED W. BIRNBAUM,  
FRANCIS R. WEBSTER,**

Denver, Colo. Committee

**Gilbert A. Munroe, L. U. No. 1229***Initiated June 1, 1939*

It is with deepest sorrow and regret that we the members of Local Union No. 1229, I. B. E. W., record the death of one of our best loved Brothers, Gilbert A. Munroe, on October 11, 1944; therefore be it

Resolved, That we pay tribute to his memory by standing in silence for one minute at a meeting of the local; and be it further

Resolved, That a copy of these resolutions be sent to his family and a copy be sent to the Journal for publication and also be recorded in the minutes of the local.

**T. W. PERKINS,  
A. O. RICHARDSON,  
J. G. CAREY,**

Charlotte, N. C. Committee

**Walter Seebode, L. U. No. 1330***Reinitiated March 28, 1943*

The death of Brother Walter Seebode has brought to Local Union No. B-1330 of Jersey City, N. J., a sense of real and personal sorrow.

Those of us who knew and had the pleasure of working with him feel his loss keenly; therefore be it

Resolved, That Local Union No. B-1330 tender its sincere sympathy to the family of our good Brother in their time of great bereavement; and be it further

Resolved, That a copy of these resolutions be sent to the family of our late Brother, a copy be spread on the minutes of the Local Union No. B-1330 and a copy sent to the official Journal of our Brotherhood for publication.

**RALPH L. COMITO,**

Jersey City, N. J. Recording Secretary

**Leo Schepp, L. U. No. 431***Initiated July 13, 1937*

It is with deepest sorrow that we, the members of L. U. No. B-431, record the death of our worthy Brother, Leo Schepp.

We, the members of L. U. B-431, extend our heartfelt sympathy to those near and dear to our Brother, whom we knew to be a true, loyal union member; therefore be it

Resolved, That our charter be draped for 30 days and that a copy of these resolutions be spread on the minutes and a copy sent to the Electrical Workers' Journal for publication.

**LEO SKYLES,  
HARVEY ADAMS,  
FRED DRAKE,**

Mason City, Iowa Committee.

**Richard Werner, L. U. No. 577***Initiated December 18, 1939*

It is with a genuine sense of sorrow and regret that the members of L. U. 577 record the passing from this life of Brother Richard Werner. He is the first known member of this local union to make the supreme sacrifice in this war. Although Brother Werner was one of the younger members of 577, being with us only a few years before entering the armed forces, it is with profound feeling that we honor his memory and pay tribute to his patriotism and courage, and, in reverent recognition thereof, be it

Resolved, That the members of L. U. 577 stand in silence a period of one minute as a mark of respect to his memory, and that the charter of L. U. 577 be draped for a period of 30 days; and be it further

Resolved, That a copy of these resolutions be sent to Brother Werner's family, a copy be spread on the minutes of this meeting, and that a copy be furnished to the Journal of Electrical Workers for publication.

**H. H. EBERHARDT,  
P. P. KAUFMAN,  
L. M. WEBER,**

Appleton, Wis. Committee

**Joe Ellis, L. U. No. 1002***Initiated February 13, 1942*

With deep sorrow and regret over a great loss to ourselves, and deep sympathy to his family and many friends, L. U. No. 1002 records the passing of Brother Joe Ellis, who gave his life while serving his country on patrol duty in the North Atlantic November 10, 1944.

Those of us who knew Brother Ellis and had the privilege of associating with him feel his loss keenly; therefore be it

Resolved, That we pay tribute to the memory of Brother Ellis by expressing to those who mourn his passing our heartfelt sympathy in their hour of sorrow; and be it further

Resolved, That we drape our charter for a period of 30 days, a copy of these resolutions be sent to his family, and a copy be sent to the official Journal for publication.

**W. C. TARVIN,  
W. H. RILEY,**

Tulsa, Okla. Committee

**Members'  
Leather  
Pocket Holder**

a  
durable,  
handsome  
folder  
to contain  
Official  
Receipts

brown or black  
**35 cents**

**Harry Clayton Smith, L. U. No. 1061***Initiated January 11, 1943***Edward Auberger, L. U. No. 1061***Initiated June 8, 1937***George T. Ralston, L. U. No. 1061***Initiated November 25, 1942***Peter Aspenleiter, L. U. No. 1061***Initiated June 8, 1937*

It is with deepest sorrow and regret that we, the members of Local Union No. B-1061, of the International Brotherhood of Electrical Workers, record the death of our esteemed and worthy Brothers; therefore be it

Resolved, That we, the members of Local Union No. B-1061, pay tribute to their memory by expressing to their relatives our heartfelt sympathy in this hour of sorrow; and be it further

Resolved, That a copy of these resolutions be sent to their families and a copy be sent to the Electrical Workers' Journal for publication.

**CHAIRMAN OF THE COMMITTEE**  
Cincinnati, Ohio.

**John W. Walstrom, L. U. No. 949***Initiated September 30, 1937*

Whereas God, in His divine providence, has called from earthly labor the above-named Brother and esteemed co-worker in our Local Union No. B-949 and

Whereas we deem it fitting and proper that the members of L. U. B-949 of the I. B. E. W. offer a tribute to the memory of one who has been a loyal member of our Brotherhood and country and a faithful friend and Brother; therefore be it

Resolved, That a copy of these resolutions be sent to his family, a copy be sent to the Electrical Workers' Journal for publication, and a copy spread on the minutes of this local union; and be it further

Resolved, That the charter be draped for a period of 30 days.

**L. LARSON,  
H. MITLING,  
D. D. KEELY,**

Austin, Minn. Committee

**Joseph L. McDermott, L. U. No. 1071***Initiated October 6, 1939*

It is with the deepest regret and sorrow that we, the members of Local Union No. 1071, record the passing of our friend and Brother Joseph L. McDermott, October 3, 1944, while serving as fireman first class with the U. S. Navy. He is the first member of this local union to make the supreme sacrifice in this war. It is with profound feeling that we honor his memory and pay tribute to his patriotism and courage; and in reverent recognition thereof be it

Resolved, That the members of Local Union No. 1071 stand in silence, a period of one minute; as a mark of respect to his memory and that the charter of Local Union No. 1071 be draped for 30 days, also a gold star be placed on the honor roll; and be it further

Resolved, That a copy of these resolutions be sent to his wife and family; that a copy be spread on the minutes of Local Union No. 1071, and that copy be furnished to the Journal of Electrical Workers for publication.

**SCOTT WALTERS,  
FRANCIS DAVIES,  
RUTH MOMOSOR,**

Minerva, Ohio Committee



**Roy Johns, L. U. No. 634**

Initiated April 10, 1938

It is with deep sorrow and regret that we, the members of L. U. B-634, record the passing of Brother Roy Johns; therefore be it

Resolved, That we tender our sincere sympathy to the family of our Brother in this time of their great sorrow; and be it further

Resolved, That a copy of these resolutions be spread upon the minutes of our meeting, a copy sent to our official Journal for publication, and that our charter be draped for 30 days.

A. R. AUVIGNE,  
FRED AUVIGNE,  
R. E. SAILSBURY,

Parsons, Kans.

Committee

**Margaret Brennan, L. U. No. 1005**

Initiated November 1, 1941

It is with deep sorrow and regret that we, the members and officers of Local Union B-1005, mourn the death of Sister Margaret Brennan. To her many friends her loyalty, friendliness and cheerful disposition will always be an inspiration, and we wish to express the grateful feelings of honor and satisfaction we have shared in her companionship; therefore be it

Resolved, That we pay tribute to her memory by expressing to her family our sincere sympathy; and be it further

Resolved, That a copy of these resolutions be sent to her family, a copy be sent to the Journal for publication, and a copy spread upon our minutes; and be it further

Resolved, That we drape our charter for 30 days in her memory.

MARY T. REGAN,  
MAE C. HEALY,  
FLORENCE BUELL,

New York, N. Y.

Committee

In Memoriam resolutions of the following deceased Brothers were received in this office during the month of October. We regret that lack of space prevents us from using each individual resolution:

**I. A. Richardson, L. U. No. 18**

Reinitiated June 17, 1941

**Guy Mericle, L. U. No. 18**

Initiated October 3, 1938

**Harry C. Baldwin, L. U. No. 26**

Initiated April 2, 1942

**William Safran, L. U. No. 39**

Initiated January 26, 1943

**John Maloney, L. U. No. 64**

Initiated June 1, 1937

**T. M. (Knockout) Brown, L. U. No. 66**

Reinitiated October 5, 1915, in L. U. No. 534

**Donald Wells, L. U. No. 66**

Initiated June 20, 1940

**Ernest L. Hall, L. U. No. 66**

Initiated November 7, 1940

**Timothy M. Flynn, L. U. No. 108**

Initiated February 20, 1941

**Robert Petersen, L. U. No. 124**

Initiated August 30, 1940

**John A. Ward, L. U. No. 152**

Initiated July 27, 1917

**Don F. Wilt, L. U. No. 175**

Initiated August 4, 1941

**Robert H. Platt, L. U. No. 200**

Reinitiated April 7, 1922

**William J. House, L. U. No. 276**

Initiated March 25, 1944

**Paul L. Bernier, L. U. No. 236**

Initiated August 29, 1942

**Lorne J. McGuire, L. U. No. 339**

Initiated July 21, 1944

**William N. Scott, L. U. No. 340**

Initiated January 7, 1902, in L. U. No. 134

**Pius Reiser, L. U. No. 340**

Initiated September 17, 1942, in L. U. No. 6

**Edwin J. Fiedler, L. U. No. 352**

Initiated September 2, 1936

**J. C. Keys, L. U. No. 390**

Initiated January 28, 1944

**Carl Fischer, L. U. No. 408**

Initiated October 1, 1936, in L. U. No. 341

**J. C. Wallace, L. U. No. 436**

Initiated October 9, 1942

**William Angle, L. U. No. 466**

Initiated May 13, 1921

**Ross Platt, L. U. No. 466**

Initiated October 16, 1940

**Esau Burton, L. U. No. 512**

Initiated April 15, 1939

**Warford Earl Bonham, L. U. No. 535**

Initiated September 17, 1941

**Ralph Cranston, L. U. No. 593**

Initiated July 29, 1940

**Peter McDonald, L. U. No. 717**

Initiated February 20, 1919

**William E. Hallenbeck, L. U. No. 724**

Initiated July 31, 1936

**Felix Wendt, L. U. No. 798**

Initiated June 4, 1937, in L. U. No. 214

**Harvey L. Allison, L. U. No. 813**

Reinitiated March 4, 1939

**Grady Reed, L. U. No. 835**

Initiated November 29, 1941

**John Kness, L. U. No. 912**

Initiated June 27, 1935

**Anthony Potocny, L. U. No. 1134**

Initiated March 25, 1943

**Francis Hurteau, L. U. No. 1249**

Initiated September 2, 1942

**Edwin D. Bryant, L. U. No. 1249**

Initiated December 17, 1941

**Andrew J. Lukman, L. U. No. 1309**

Initiated January 14, 1942

**J. L. Litacker, L. U. No. 1340**

Initiated August 8, 1941, in L. U. No. 755

**Charles H. Sampson, L. U. No. 1347**

Initiated September 23, 1944

**Harold Leighton, L. U. No. 1392**

Reinitiated March 1936, in L. U. No. 9

**Harry Gomez, L. U. 1414**

Initiated July 15, 1943, in L. U. No. 1260

**DEATH CLAIMS FOR THE MONTH OF NOVEMBER, 1944**

L. U.	Name	Amount
910	C. A. Miller	475.00
26	H. C. Baldwin	475.00
3	J. V. Keller	1,000.00
1	C. S. Bayles	1,000.00
584	A. L. Lykins	825.00
910	J. A. Krupale	1,000.00
436	J. C. Wallace	475.00
35	H. E. Williams	825.00
28	G. W. Robinson	1,000.00
795	Edward H. Lockwood	650.00
9	A. M. Pariah	1,000.00
673	C. P. Pink	1,000.00
196	W. A. Raunds	1,000.00
1229	G. A. Munro	1,000.00
I. O. (134)	F. R. Labodie	1,000.00
I. O. (326)	J. F. Hefferon	475.00
545	J. W. Whaley	1,000.00
I. O. (3)	J. P. McLaughlin	475.00
8	F. J. Sautsche	1,000.00
26	J. A. Sherwood	1,000.00
86	F. N. Johns	650.00
3	H. C. Garnsey	1,000.00
68	H. LaBonde	1,000.00
160	W. M. Phillips	1,000.00
595	D. F. Senna	475.00
637	C. E. Mathews	650.00
I. O. (46)	H. S. Severson	200.00
I. O. (865)	J. T. Schriefer	1,000.00
103	G. E. Cashman	1,000.00
69	E. J. Kosub	1,000.00
134	C. A. Millheister	1,000.00
I. O. (440)	J. H. Johnson	300.00
1393	W. F. Fereday	1,000.00
5	T. L. Poole	1,000.00
953	P. O. Landon	1,000.00
39	Y. A. Cohen	300.00
I. O. (46)	L. F. Sasse	650.00
I. O. (953)	L. T. Lee	825.00
659	J. J. Hicks	1,000.00
I. O. (701)	P. J. Anderson	1,000.00
10	R. C. Wolf	1,000.00
245	C. W. Max	1,000.00
86	E. Spitz	1,000.00
952	D. J. Secor	300.00
532	C. Kabrich	1,000.00
16	R. F. Cornell	300.00
903	T. S. Bright	650.00
I. O. (52)	F. A. Ward	825.00
966	S. W. Havens	650.00
17	C. E. Hall	1,000.00
I. O. (929)	A. S. Teague, Jr.	475.00
535	W. E. Bonham	650.00
104	A. L. Pineau	1,000.00
77	Joseph Riley	825.00
48	B. G. Blodgett	300.00
I. O. (794)	P. A. Cunningham	1,000.00
134	G. E. Fredrikson	1,000.00
I. O. (3)	L. E. Wood, Sr.	1,000.00
I. O. (3)	P. Basile	650.00
379	E. B. Peck	300.00
104	C. O. Duval	300.00
458	N. A. Lambert	1,000.00
I. O. (160)	H. W. Rosch	1,000.00
3	Samuel Bass	1,000.00
I. O. (905)	H. Warrington	1,000.00
I. O. (17)	G. G. Merrick	475.00
I. O. (151)	A. Wagner	1,000.00
I. O. (602)	E. E. Eugene Mims	475.00
11	C. E. Stoffel	1,000.00
I. O. (474)	A. M. Calhoun	1,000.00
171	A. MacDonald	1,000.00
5	P. H. Boyce	1,000.00
660	A. J. Foley	650.00
8	R. W. Knickerbocker	300.00
817	J. Barth	1,000.00
953	C. Cater	1,000.00
I. O. (103)	A. D. Hawks	1,000.00

\$100,750.00

**BIG NEGRO WORKER**

(Continued from page 16)

is a great worker, but if he gets a little booze he's a bad actor. One time, he said, he laid out nearly the whole police force before they could club him down and put the handcuffs on him."

"Ef hees wan' to mak' trouble, Tan, dat ees hees own beezness for we ees not mak' to 'ave anny wit' heem."

With Jack and his team doing the loading, and the shortening of the hauling distance to the poleyard, they made good progress and Jules was quite confident they would have the cars all clear well ahead of time.

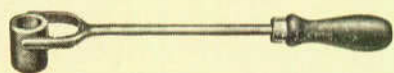
**HOW ABOUT A BUDGET**

(Continued from page 20)

Well, that's about all we have room for this month but I do hope any reader who has had difficulty in managing finances and obtaining the things she wants will try a budget.

Suppose you had \$24,000. You'd make careful plans for managing and spending it, wouldn't you? Well, if you have an income of \$100 a month for 20 years, that's just the sum that you have handled during that time. Isn't it worth a few hours intelligent planning each year to assure getting full value from your income?



**"JIFFY" SOLDER POT****Swinging Cup-No Spilled Solder****TRIAL OFFER**

Send \$1.50 with this ad to

**CLYDE W. LINT**100 S. Jefferson St. CHICAGO 6  
"The Original Jiffy Line"  
Money Back if Not Satisfactory**I. B. E. W. MAN DEVELOPS IDEA**

(Continued from page 13)

cess property unit which has been set up specifically to follow procedure initiated by you.

"The adoption and application of your idea and plan have been reflected throughout the entire system of engineer stock control and depot operations and have resulted in an estimated savings of \$8,239,132.00.

"This specific contribution to the war effort, which was over and above the duties and responsibilities assigned to you, was brought to our suggestion committee, passed on and approved.

"In the interest of morale in the War Department and recognition of the incalculable value to the War Department, and to the Corps of Engineers in particular, I take pleasure in presenting to you this initial award of \$250.00.

"This is the largest cash award yet to be given to a civilian employee of the Corps of Engineers. I am sure that you must be proud that your work has merited such high evaluation. This recognition is another instance of democracy in action and is typical of America."

**WHEN MY SHIP COMES IN**

(Continued from page 17)

The charter issued by the International Brotherhood of Electrical Workers to Local Union No. 664, clearly, definitely, and unequivocally gives, as far as is possible, jurisdiction of electrical work at the Brooklyn Navy Yard to Local Union No. 664.

Members of Local Union No. 3, Local Union No. 277 and of Local Union No. 664 all during the war have worked together side by side in perfect unison and harmony, and, may it be said to the everlasting credit of Local Union No. 664, there has never been a demand or suggestion made by Local Union No. 664 that the members of Local Union No. 3 or the members of Local Union No. 277 deposit their cards with or submit to the jurisdiction of Local Union No. 664.

The members of the three local unions mentioned are agreed that the most pressing fundamental American problem today is "how can we win the war more quickly and how can we best win the peace?"

There are many other problems confronting America, but they present no insurmountable nor insuperable obstacles, and will be met in stride.

Local Union No. 3, Local Union No. 277 and Local Union No. 664 are working harmoniously together in producing and rapidly turning over to Uncle Sam the finished product in aircraft carriers, as well as other im-

plements of war, and will continue so to do.

After this war has been brought to a successful and glorious conclusion, and after a victorious peace has been consummated, then the three local unions mentioned, together with other local unions of the I. B. E. W. and other affiliates of the A. F. of L., will work harmoniously and in unison in the promotion of a 30-hour, 5-day week, with suitable compensation, as well as for other desirable benefits to improve living conditions for all labor as may be propounded by the International Brotherhood of Electrical Workers in conjunction with the American Federation of Labor.

I don't believe that aircraft carriers are built in Arkansas or Florida, but labor in those states is entitled to its place in the sun, and, when justice, decency and common sense again prevail, our Brothers in said states will again resume their rightful constitutionally guaranteed places in that all-embracing, God-given sun.

**I. B. E. W. FILES DISSENT**

(Continued from page 9)

man then voted *for*, breaking this tie. The change is bad; the existing rule also violates the correct principle.

(a) To remove the violation requires *no* additional expense, if range circuit is in conduit, armored cable or other metal enclosed wiring. If range circuit is in other types of wiring, a *low-cost* grounding conductor from range to service would be the only expense in removing this violation of the correct principle.

In view of this being a very low percentage of cost of range, cost of wiring to range, and annual revenue of utility from sale of current to range, no one will wish to offer this slight cost as a reason for continuing or extending a plain violation of the correct principle.

(b) Recommendation of minority report.

Omit all words in text, as recommended by majority report, after the word "2558"—thus omitting the permission to have range "connected to the grounded circuit conductors" which is a plain violation of the current principle.

**5. Rule and Permission—Section 2560.**

(a) The permission, in first sentence, as recommended in majority report, and as now in National Electrical Code, is in accordance with the above principle and is endorsed by this minority report.

(b) The prohibitory rule, in second sentence, as recommended in majority report and as now in National Electrical Code, is also in accordance with the above principle. But this correct prohibitory rule is followed by a permission to deviate from the prohibition and violate the correct principle. This permission is the violation and should be removed.

The permission to deviate refers to Section 2556, in which section there is, in itself, no permission to violate, therefore no reference to Section 2556 is needed. The permission to deviate also refers to Section 2559,

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Please send me "Audels Handy Book of Practical Electricity" for free examination. If satisfactory, I will send you \$1 in 7 days, then \$1 monthly until \$4 is paid. Otherwise I will return it.

Name \_\_\_\_\_  
Address \_\_\_\_\_  
Occupation \_\_\_\_\_  
Reference \_\_\_\_\_ **EE**

in which there is now a code violation of the correct principle, and for which the majority report recommends an extension of this violation; therefore no reference to Section 2559 should be made. The permission to deviate also refers to Section 3372 which is a "war emergency only" permission and is a serious violation of the correct principle. It is repugnant to all careful code makers to leave any such sub-standard "war emergency permission" in the next code edition; and recommendation to remove it is being made in the article committee concerned; therefore no reference to temporary Section 3372 should be made.

All these permissions (worded as exceptions) to deviate, follow the word "raceways" in the text recommended by the majority report. (c) Recommendation of Minority Report

(1) Omit from text as now recommended by majority report, all words which follow the word "raceways." Do not use any such permissions in this section.

(2) Change title to read "Grounding Equipment to (grounded) Conductor."

If the above changes are made, as recommended in this minority report, from the recommendations of the majority report, the corrected article committee report will be in the needed full accordance with the above code principle, to which we subscribe as sound and necessary, and which needs to be consistently followed in all National Electrical



Code rules and permissions, in order to preserve the integrity and widespread acceptance of this code.

This minority report, if these above recommended changes are made, will endorse the report of the articles committee in full.

Submitted,  
ED J. BROWN,  
W. D. WALKER,  
acting as substitute for  
Ed J. Brown at article  
committee meeting, No-  
vember 13, 1944  
M. F. CODY  
C. A. WARD

### N. A. C. C. NOW PREPARES

(Continued from page 9)

ing of the wires would become the bare neutral.

With the enormous amount of pressure that can be applied by the advocates of bare neutral upon some members of the code committee this bare neutral may become part of your new code. Therefore the International Brotherhood of Electrical Workers wishes it made known that it will oppose the move as one group that is willing to maintain high standards in one of the leading industries of this country and be recorded in favor of safe and sane code making, and we'll oppose moves of municipal code requirements.

### GOOD CHANCE FOR WAGNER BILL IN '45

(Continued from page 10)

Two advisory councils with broad functions would be established: One, a Federal Social Security Advisory Council, to be composed of men and women representing employers and employees in equal numbers and the public. This council would determine general policies with respect to social security provisions as a whole to aid in the solution of administrative and financial problems; two, an Advisory Medical and Hospital Council to consist of the Surgeon General of the Public Health Service and sixteen members. The members would be selected by the Surgeon General from panels submitted by professional and other agencies and organizations concerned with medical services and education and with the operation of hospitals. The function of this council would be to advise the Surgeon General concerning professional

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Name .....

Local Union .....

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ZONE NO.

INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS

1200 15th St., N. W., Washington 5, D. C.

standards of quality, the designation of specialists, means to improve standards and professional service, the designation of standards for hospitals and suitable and adequate methods of payment.

The medical care insurance provisions of the bill have been attacked by certain misleading criticisms that are being broadcast throughout the country. These criticisms can be dismissed in a few words.

In the first place, medical benefits furnished through social insurance are not "free medicine" or "free care." Social insurance is contributory, and the people pay for what they get.

In the second place, expenditures for medical care through social insurance would not need to be any greater than the amounts the population already spend in a hit-or-miss fashion. By supporting a larger volume of service and better service, more would be spent for the types of service included as insurance benefit, than is customarily spent, but, because this expenditure would be in regular budgeted and average amounts, the insurance cost would not be burdensome or catastrophic for anyone, even if, in the aggregate, they are somewhat larger than the total amount now spent individually for medical care.

Third, the medical insurance system would not destroy the private practice of medicine. On the contrary, it would strengthen and preserve its really essential elements—namely, competition for patients or for annual income on the basis of satisfactory service, not on the size of a fee; free choice of the physician by the patient and the right to change to another; the right of the physician to accept or reject patients; the right, and also the obligation of the profession, to participate in the determination of all matters of high policy that affect medical practice; and the opportunity of the practitioner to be wholly concerned with his patient's medical needs irrespective of the latter's pocketbook.

Fourth, the medical insurance system would not weaken or destroy the voluntary hospital system. On the contrary, it would preserve to these hospitals their control over their own institutions and would guarantee them increased and assured continuity of income, so that their services to the public could be larger and better.

And, last of all, the medical insurance system need not, and should not, ignore non-insured needy persons. Through payments made on their behalf by public agencies, the needy could be made entitled to the services provided by self-supporting families. Thus, one class of service would be available for all, with dignity and self-respect for the patients, and physicians would be released from the concern to distinguish pay from part pay and free patients.

### TVA SPEAKS TO FARMERS

(Continued from page 11)

bility for many kinds of resource developments. For a century or more, rivers had been made navigable, as a Federal function. Floods had been controlled. Power had been developed and had been marketed, for many years. Soil conservation programs were nation-wide, supported by Federal funds. Mineral research was and is common. A whole department of the Federal Government was devoted to assisting in the solution of the problems of business men whose enterprises are all based on the natural resources of our nation.

Most of the specific undertaking assigned to TVA were these long familiar

activities of the Federal Government.

Nevertheless TVA was an experiment. It was something new. Here for the first time in American history, a public body was given a unified responsibility to see that in one particular area the total job was done, to look at the opportunities of water and soil and forests and men as one problem, interrelated, indivisible, unified. For so they are in nature; so they are in the life of men.

What God had made one, man was to develop as one.

It was no secret in 1933 that land and forests and water and minerals were interrelated, that what happened to one affected the fate of the others. It was no secret from any thinking person that the well-being of men and women on the farms depended upon the purchasing power of the men and women who dwell in the cities. Navigation and industry and minerals and farm crops are not separate problems in actual life—surely everyone knows that. But prior to TVA, that knowledge of unity had not been deliberately reflected in the organization of our government. There, problems were separately considered, arbitrarily divided according to the pigeonholes of historical accident and tradition.

One bureau had one responsibility, to make a certain river navigable, for example; while a different department was concerned with the fish in the streams, or the wildlife along its shores, or the soil of the valley or the minerals, although the fate of these resources, too, was affected by the change in the river and its use by men. And only too rarely did the separate agencies and departments meet in plans or execution to discover what the effect of each one's activity might be on the other, and on the people.

The basic principle of TVA, therefore—the principle which distinguishes it today from all other agencies of the Federal Government—is that its charter and its organization recognize this unity of nature.

TVA was created to face the job of developing the resources of a single region as a whole. The limits of its responsibilities were fixed by the boundaries of nature, a watershed and its adjacent area. All of its operating offices were to be not in Washington, but in the area whose people it was to serve. Day-by-day decisions were not to be made in the national capital, but by men who lived and worked in the region. TVA was not to be run by remote control. There you have the basic differences between the TVA and the traditional Federal organization—unity of development and a regional decentralized administration. All other differences flow from these two.

The statute creating TVA directed this public corporation to do certain things itself, and to accomplish other objectives in cooperation with existing agencies. We were told to control the river's water so as to protect the people from the ravages of flood, at the same time to provide a channel for navigation that would nourish commerce. We were told to dispose of the electric energy that such river control would create for the benefit of the people on their farms and in their homes and factories.

That job of water control is the only part of the total job that has been done exclusively by the TVA itself. Every other aspect of this broad program—and this is too little known—has been undertaken, as the basic Act intended, in cooperation with others, and particularly with states and local community agencies all the way from local school boards and sportsmen's clubs to state universities.



# LOCAL UNION OFFICIAL RECEIPTS FROM OCTOBER 11, 1944, INCLUDING NOVEMBER 10, 1944

L. U. 1. 0.— 250669 252809 B-1— 34433 34500 297745 297750 399001 399730 370134 370500 B 462105 462250 B 502262 502500 B 503796 503922 606001 606120 B 728101 728138 826788 826836 827298 827327 B 969001 969120 B 87794 87893 461131 461250 461510 461750 B 720340 720342 B-3— A 64643 67600 A 67602 70150 A 70550 70362 OA 35073 35131 OA 35235 35266 XG 83756 83800 XG 84145 84470 XG 1147 1241 B 25036 25050 B 25052 25059 B 6763 6800 B 7322 7379 B 7601 7668 BN 9712 10000 BN 13201 13965 XGB 7121	L. U. 39— (Cont.) 40— 887315 887321 184408 184418 609885 610477 140798 140925 B-41— 349638 349639 B 430628 430637 B 456833 456833 749571 749579 6641 6759 7273 7490 8251 8270 B 398164 398165 B 398388 398389 414151 415950 594011 594020 50811 509550 51654 51750 51811 51960 52501 52890 B 196455 196471 310319 310500 310831 311250 311849 312000 312181 312891 312751 313500 313661 316500 566251 566450 567001 567510 567751 567884 568501 568810 569251 569263 572383 573000 B 770101 770292 55937 55939 56331 56388 B 676121 676260 B 770231 770235 793182 793185 410156 410156 290363 290433 291466 291976 B-53— 477194 477190 771164 777180 778698 778698 515143 515140 515143 515140 515143 515140 B 549290 549346 B 557251 557430 B 559311 559590 B 561681 561750 B 705001 705270 B 705871 706120 B 708290 708388 B 720058 720168 968120 968250 969001 969041 997700 997715 541988 541799 213700 513013 738150 738161 835750 835815 991318 991327	L. U. B-84— (Cont.) B 370303 370303 882784 882788 141715 141715 B 148729 148729 289050 289230 724326 724333 122236 122250 669001 669020 193196 193342 696580 696584 347461 347482 347461 347482 395050 395085 462181 462563 480692 480701 B-96— 664509 664600 37890 38032 B 63378 63380 194350 196727 560208 560250 B 729504 729614 850366 850495 109205 109424 259581 259630 973051 973056 128340 128344 B-102— 84258 84270 394432 394461 485892 485897 960961 961092 106640 106640 178911 179160 B-103— 317013 317027 B 564889 564911 110233 110259 42033 42070 B 71646 71680 B 113333 113344 238869 239246 247441 247500 663001 663359 B-109— 616384 616386 805200 805353 882378 882387 361247 361451 955761 955763 69462 69573 B 290411 290412 43587 43587 B-114— 80670 80684 318121 318180 612428 612476 311989 312000 64910 64912 B-115— 290571 290680 701444 701444 97551 97590 B-119— 446486 446499 120— 793735 793735 652574 652662 616126 616136 792505 792607 B-124— 285781 285820 B 349733 349763 522969 523160 580066 580067 735088 735090 881011 881180 346196 347080 519661 519680 B-125— 611441 611458 555490 555552 718623 718633 B-134— 317523 318000 318311 318379 322501 322678 B 489001 489076 516198 516392 516763 516853 759751 759812 B 970501 971250 95432 95461 618037 618038 B-136— 189754 190500 B 270027 270097 B 309895 309900 590951 591110 667235 667363 667501 667521 B-137— 56604 56616 B 673842 673842 B-138— 216849 216885 B 286427 286440 78478 78506 B-143— 672775 672778 148710 148712 312247 312255 993379 993452 156229 156250 199531 199533 529334 529404 B-153— 180107 180172 B 913308 913308 474189 474314 B 900070 900098 19884 19907 195587 195588 614592 614626 B-160— 7696 7875 B 913308 913308 761263 762312 B-249— 761263 761263 B 624338 624341 B 673106 673146 828031 828032	L. U. B-163— 745541 745611 421919 421919 4043 4186 884578 884588 733268 733273 143980 144000 408321 408328 523501 523704 744880 744886 124451 124875 898789 898947 B-180— 134265 134414 B 275182 275182 614820 614830 B 782440 782466 142916 142977 184 997973 998020 185 42233 42299 B-186— 688821 688839 B 696327 696331 599607 599622 190 616914 616949 191 139695 139704 342326 342595 72431 72477 195 147898 147898 208745 208851 123105 123107 B-196— 123173 123180 327068 327172 336901 336947 B 342001 342030 B 581051 581250 B 764824 764867 789716 789750 90837 90851 40597 40597 583540 583622 B-203— 952355 952368 B-205— 626237 626250 B 676217 676220 190274 190285 82501 82523 334397 334500 132410 132420 153751 153933 650487 650489 83003 83105 B-212— 114493 114499 127026 127027 B 238413 238424 707337 708000 719251 719343 B-214— 124050 124064 405358 405502 B 467797 467808 88635 88635 103713 103777 B-216— 657073 657074 B 732075 732080 223457 223457 745023 745063 B-220— 716814 716832 823018 823046 165732 165806 B-224— 35700 35984 79051 79051 218280 218325 B 532839 532973 842742 842754 193215 193215 333867 333926 B-227— 612098 612107 556987 557024 B 373561 373760 B-230— 615660 616662 789200 789200 B 575661 575800 805798 805818 B-232— 136152 136152 B-234— 79051 79051 290931 290957 574854 574885 546135 546158 17093 17094 87901 87909 574003 574040 726855 726900 58723 58753 386042 386063 B-240— 283180 283202 B 471309 471311 921321 921333 380353 380363 B-244— 16960 17090 746023 746073 B-245— 633181 633210 635251 635250 832281 832500 167359 167422 B-246— 266156 266164 744490 744490 401054 401054 B-248— 311090 311200 332488 332520 608108 608123 630320 630346 B-249— 761263 761263 B 761263 761263 B-251— 624338 624341 B 673106 673146 828031 828032	L. 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L. U. 969—	B 360997 261008	L. U. 1046—	B 229338 229339	L. U. 1196—	B 106903 106934	L. U. 1279—	B 281770 384772	L. U. 1350—	B 731001 731080
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B 971—	B 655322 655333	B 1048—	B 462013 462016	B 1198—	B 937214 937299	B 1281—	B 282389 282390	B 1352—	B 541332 541449
972—	B 91683 91711	B 1049—	B 352173 352190	B 1199—	B 22747 22811	B 1282—	B 935414 935424	B 1353—	B 441802 441803
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B 974—	B 607396 607399	B 1051—	B 547611 547639	B 1201—	B 598161 598226	B 1284—	B 605749 605750	B 1355—	B 605749 605750
B 975—	B 708835 708843	B 1052—	B 560811 561000	B 1202—	B 684316 684319	B 1285—	B 230125 230150	B 1356—	B 48740 48745
B 976—	B 960197 960244	B 1053—	B 570019 570022	B 1203—	B 316120 316129	B 1286—	B 672656 672670	B 1357—	B 874405 874500
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B 980—	B 276753 276754	B 1055—	B 925501 925550	B 1205—	B 76246 76280	B 1288—	B 732870 732874	B 1359—	B 433126 433134
B 981—	B 598439 598472	B 1056—	B 184287 184293	B 1206—	B 793609 793670	B 1289—	B 683600 683607	B 1360—	B 48740 48745
B 982—	B 388724 388750	B 1057—	B 97125 97135	B 1207—	B 450085 450088	B 1290—	B 672656 672670	B 1361—	B 874405 874500
B 983—	B 412931 412931	B 1058—	B 731967 732000	B 1208—	B 357255 357257	B 1291—	B 271903 271927	B 1362—	B 48740 48745
B 984—	B 112861 112862	B 1059—	B 860251 860259	B 1209—	B 726107 726201	B 1292—	B 683600 683607	B 1363—	B 48740 48745
B 985—	B 276751 277019	B 1060—	B 352379 352390	B 1210—	B 963937 964013	B 1293—	B 672656 672670	B 1364—	B 48740 48745
B 986—	B 490518 490563	B 1061—	B 94828 94840	B 1211—	B 94501 94532	B 1294—	B 672656 672670	B 1365—	B 48740 48745
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B 988—	B 184170 184175	B 1063—	B 3663828 366384	B 1213—	B 33028 33130	B 1296—	B 672656 672670	B 1367—	B 48740 48745
B 989—	B 455622 455623	B 1064—	B 79292 79316	B 1214—	B 344801 344970	B 1297—	B 672656 672670	B 1368—	B 48740 48745
B 990—	B 670176 670200	B 1065—	B 80701 80710	B 1215—	B 479055 479055	B 1298—	B 672656 672670	B 1369—	B 48740 48745
B 991—	B 188251 188270	B 1066—	B 350993 351000	B 1216—	B 27143 27159	B 1299—	B 672656 672670	B 1370—	B 48740 48745
B 992—	B 731976 731989	B 1067—	B 439535 439539	B 1217—	B 793609 793670	B 1300—	B 672656 672670	B 1371—	B 48740 48745
B 993—	B 440782 440782	B 1068—	B 464724 464724	B 1218—	B 479055 479055	B 1301—	B 672656 672670	B 1372—	B 48740 48745
B 994—	B 74555 74555	B 1069—	B 709075 709085	B 1219—	B 479055 479055	B 1302—	B 672656 672670	B 1373—	B 48740 48745
B 995—	B 976366 976365	B 1070—	B 807260 807270	B 1220—	B 479055 479055	B 1303—	B 672656 672670	B 1374—	B 48740 48745
B 996—	B 187209 187241	B 1071—	B 537751 537906	B 1221—	B 479055 479055	B 1304—	B 672656 672670	B 1375—	B 48740 48745
B 997—	B 889843 889854	B 1072—	B 568400 568500	B 1222—	B 479055 479055	B 1305—	B 672656 672670	B 1376—	B 48740 48745
B 998—	B 331311 331311	B 1073—	B 332742 332743	B 1223—	B 479055 479055	B 1306—	B 672656 672670	B 1377—	B 48740 48745
B 999—	B 519591 519597	B 1074—	B 689160 689183	B 1224—	B 479055 479055	B 1307—	B 672656 672670	B 1378—	B 48740 48745
B 1000—	B 300224 822171	B 1075—	B 23432 23617	B 1225—	B 479055 479055	B 1308—	B 672656 672670	B 1379—	B 48740 48745
B 1001—	B 21695 21750	B 1076—	B 23432 23617	B 1226—	B 479055 479055	B 1309—	B 672656 672670	B 1380—	B 48740 48745
B 1002—	B 511002 511015	B 1077—	B 437687 437687	B 1227—	B 479055 479055	B 1310—	B 457145 457500	B 1381—	B 457145 457500
B 1003—	B 969751 970370	B 1078—	B 229082 229082	B 1228—	B 479055 479055	B 1311—	B 457145 457500	B 1382—	B 457145 457500
B 1004—	B 70506 70616	B 1079—	B 275425 275425	B 1229—	B 479055 479055	B 1312—	B 457145 457500	B 1383—	B 457145 457500
B 1005—	B 165796 166298	B 1080—	B 570766 570786	B 1230—	B 479055 479055	B 1313—	B 457145 457500	B 1384—	B 457145 457500
B 1006—	B 573052 573098	B 1081—	B 107833 107834	B 1231—	B 479055 479055	B 1314—	B 457145 457500	B 1385—	B 457145 457500
B 1007—	B 483142 483316	B 1082—	B 953696 954941	B 1232—	B 479055 479055	B 1315—	B 457145 457500	B 1386—	B 457145 457500
B 1008—	B 265693 593562	B 1083—	B 665352 665354	B 1233—	B 479055 479055	B 1316—	B 457145 457500	B 1387—	B 457145 457500
B 1009—	B 593339 250762	B 1084—	B 955005 955912	B 1234—	B 479055 479055	B 1317—	B 457145 457500	B 1388—	B 457145 457500
B 1010—	B 353219 353329	B 1085—	B 91497 91500	B 1235—	B 479055 479055	B 1318—	B 457145 457500	B 1389—	B 457145 457500
B 1011—	B 879148 879189	B 1086—	B 109201 109217	B 1236—	B 479055 479055	B 1319—	B 457145 457500	B 1390—	B 457145 457500
B 1012—	B 220120 220124	B 1087—	B 408558 408570	B 1237—	B 479055 479055	B 1320—	B 457145 457500	B 1391—	B 457145 457500
B 1013—	B 650696 650750	B 1088—	B 475529 475534	B 1238—	B 479055 479055	B 1321—	B 457145 457500	B 1392—	B 457145 457500
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B 1018—	B 352388 403847	B 1093—	B 408558 408570	B 1243—	B 479055 479055	B 1326—	B 457145 457500	B 1397—	B 457145 457500
B 1019—	B 105842 778054	B 1094—	B 475529 475534	B 1244—	B 479055 479055	B 1327—	B 457145 457500	B 1398—	B 457145 457500
B 1020—	B 778054 778054	B 1095—	B 91497 91500	B 1245—	B 479055 479055	B 1328—	B 457145 457500	B 1399—	B 457145 457500
B 1021—	B 66 95	B 1096—	B 109201 109217	B 1246—	B 479055 479055	B 1329—	B 457145 457500	B 1400—	B 457145 457500
B 1022—	B 147018 147020	B 1097—	B 408558 408570	B 1247—	B 479055 479055	B 1330—	B 457145 457500	B 1401—	B 457145 457500
B 1023—	B 404199 404127	B 1098—	B 91497 91500	B 1248—	B 479055 479055	B 1331—	B 457145 457500	B 1402—	B 457145 457500
B 1024—	B 474231 474330	B 1099—	B 109201 109217	B 1249—	B 479055 479055	B 1332—	B 457145 457500	B 1403—	B 457145 457500
B 1025—	B 392742 630986	B 1100—	B 408558 408570	B 1250—	B 479055 479055	B 1333—	B 457145 457500	B 1404—	B 457145 457500
B 1026—	B 826776 826839	B 1101—	B 475529 475534	B 1251—	B 479055 479055	B 1334—	B 457145 457500	B 1405—	B 457145 457500
B 1027—	B 90175 90183	B 1102—	B 91497 91500	B 1252—	B 479055 479055	B 1335—	B 457145 457500	B 1406—	B 457145 457500
B 1028—	B 411019 411019	B 1103—	B 109201 109217	B 1253—	B 479055 479055	B 1336—	B 457145 457500	B 1407—	B 457145 457500
B 1029—	B 946700 946722	B 1104—	B 408558 408570	B 1254—	B 479055 479055	B 1337—	B 457145 457500	B 1408—	B 457145 457500
B 1030—	B 97081 97096	B 1105—	B 91497 91500	B 1255—	B 479055 479055	B 1338—	B 457145 457500	B 1409—	B 457145 457500
B 1031—	B 76112 76260	B 1106—	B 109201 109217	B 1256—	B 479055 479055	B 1339—	B 457145 457500	B 1410—	B 457145 457500
B 1032—	B 569259 569261	B 1107—	B 408558 408570	B 1257—	B 479055 479055	B 1340—	B 457145 457500	B 1411—	B 457145 457500
B 1033—	B 77018 77030	B 1108—	B 91497 91500	B 1258—	B 479055 479055	B 1341—	B 457145 457500	B 1412—	B 457145 457500
B 1034—	B 465034 465039	B 1109—	B 109201 109217	B 1259—	B 479055 479055	B 1342—	B 457145 457500	B 1413—	B 457145 457500
B 1035—	B 55986 55992	B 1110—	B 408558 408570	B 1260—	B 479055 479055	B 1343—	B 457145 457500	B 1414—	B 457145 457500
B 1036—	B 164251 164278	B 1111—	B 91497 91500	B 1261—	B 479055 479055	B 1344—	B 457145 457500	B 1415—	B 457145 457500
B 1037—	B 518975 519000	B 1112—	B 109201 109217	B 1262—	B 479055 479055	B 1345—	B 457145 457500	B 1416—	B 457145 457500
B 1038—	B 883303 886115	B 1113—	B 408558 408570	B 1263—	B 479055 479055	B 1346—	B 457145 457500	B 1417—	B 457145 457500
B 1039—	B 686112 888755	B 1114—	B 91497 91500	B 1264—	B 479055 479055	B 1347—	B 457145 457500	B 1418—	B 457145 457500
B 1040—	B 658780 658812	B 1115—	B 109201 109217	B 1265—	B 479055 479055	B 1348—	B 457145 457500	B 1419—	B 457145 457500
B 1041—	B 24751 24799	B 1116—	B 408558 408570	B 1266—	B 479055 479055	B 1349—	B 457145 457500	B 1420—	B 457145 457500
B 1042—	B 518389 518390	B 1117—	B 91497 91500	B 1267—	B 479055 479055	B 1350—	B 457145 457500	B 1421—	B 457145 457500
B 1043—	B 613496 613500	B 1118—	B 109201 109217	B 1268—	B 479055 479055	B 1351—	B 457145 457500	B 1422—	B 457145 457500
B 1044—	B 1569751 156986	B 1119—	B 408558 408570	B 1269—	B 479055 479055	B 1352—	B 457145 457500	B 1423—	B 457145 457500
B 1045—	B 526848 526872	B 1120—	B 91497 91500	B 1270—	B 479055 479055	B 1353—	B 457145 457500	B 1424—	B 457145 457500
B 1046—	B 817406 817500	B 1121—	B 109201 109217	B 1271—	B 479055 479055	B 1354—	B 457145 457500	B 1425—	B 457145 457500
B 1047—	B 622006 622071	B 1122—	B 408558 408570	B 1272—	B 479055 479055	B 1355—	B 457145 457500	B 1426—	B 457145 457500
B 1048—	B 227360 227360	B 1123—	B 91497 91500	B 1273—	B 479055 479055	B 1356—	B 457145 457500	B 1427—	B 457145 457500
B 1049—	B 44462 44671	B 1124—	B 109201 109217	B 1274—	B 479055 479055	B 1357—	B 457145 457500	B 1428—	B 457145 457500
B 1050—	B 52388 52390	B 1125—	B 408558 408570	B 1275—	B 479055 479055	B 1358—	B 457145 457500	B 1429—	B 457145 457500
B 1051—	B 333408 333480	B 1126—	B 91497 91500	B 1276—	B 479055 479055	B 1359—	B 457145 457500	B 1430—	B 457145 457500
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## APPRAISAL OF UNION

(Continued from page 12)

tee meets at least once a week. It takes approximately a week to process suggestions from date of receipt to date of award. All suggestions are acknowledged. Presentation to the employee is made in his department by the chairman and co-chairman of the labor-management committee, the factory manager and the head of the suggestion subcommittee. In addition to the monetary award, the WPB merit award is also given to each suggestion winner.

The labor-management committee relies heavily on the suggestion system to increase and improve production. In all publicity dealing with the suggestion system, great emphasis is placed on the fact that ideas for production are especially desired. Specific examples were given of suggestions which had greatly increased production on a number of operations. A bulletin is issued once a month with photographs of suggestion award winners and the latest news of the suggestion system. Articles on the suggestion system are also published in *The Key*, monthly magazine for supervisory employees and key men. Foremen and supervisors are told by management that they have the responsibility to help and assist the employees in working up and presenting their suggestions. Key men are congratulated in *The Key* when workers in their departments win sug-

gestion awards. Because this attitude is encouraged in every possible way, and because of the fact that the supervisory employees have their own suggestion system, there is little or no resentment and friction between supervisory employees and workers because of submission of suggestions.

Since October 1, 1943, when the suggestions system was set up, 174 suggestions have been received. Twenty-five of these have received awards and 10 are now being considered.

Although the principal source of activity in improving production is the suggestion system, management does discuss schedules, orders, etc., with the committee. The production drive subcommittee's main function has been the reduction of rejects. In September, 1943, the inspection department compiled weekly analyses of reject reports in all departments. So-called "salvage committees" (quality control committees) were then set up in each department, composed of the inspection foremen and the production foremen representing management and an inspection operator and a production operator selected by labor. These committees have been very active and by November, 1943, one of the production line records showed that the percentage of rejections was reduced from 50 per cent to 26 per cent. Charts were drawn up and posted in each department showing how the number of rejections was falling. By February, 1944, the labor-management committee was able to report that the committees were so successful that the company had been able to greatly reduce the staff of the department which had formerly handled this problem.

On April 27, 1944, a safety committee was organized, headed by a management chairman and a labor co-chairman. This committee will work with (1) an executive committee consisting of one representative of management in each division; (2) one labor representative in each department; and (3) the safety engineer. Monthly inspections of the plant are planned to check on guarding of movable parts on machines and tools, fire hazards, personal protection of operators, conditions of floors, exhausts, and ventilation and other items pertaining to safety.

Mr. Monica, speaking for the company, has the highest praise for the labor-management committee. Both management and labor have found that through working together on the committee, the chips have come off the shoulders and fine relations have been established. Both the company and the union look forward to continuing the committee after the war.

## I. B. E. W. RESEARCH

(Continued from page 5)

We believe that, in the 20 years of its organization, the Research Department has done a job, and has aided the local unions to do a job for themselves. In the collective bargaining set-up, the union becomes a responsible partner in the business, with rights and duties. If there are to be satisfactory collective relations between men and their employers—with-out bickering and actual warfare, the industrial ship must be guided by a steady star. That star is accurate, constantly revised information.



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